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MEMO FROM COPE
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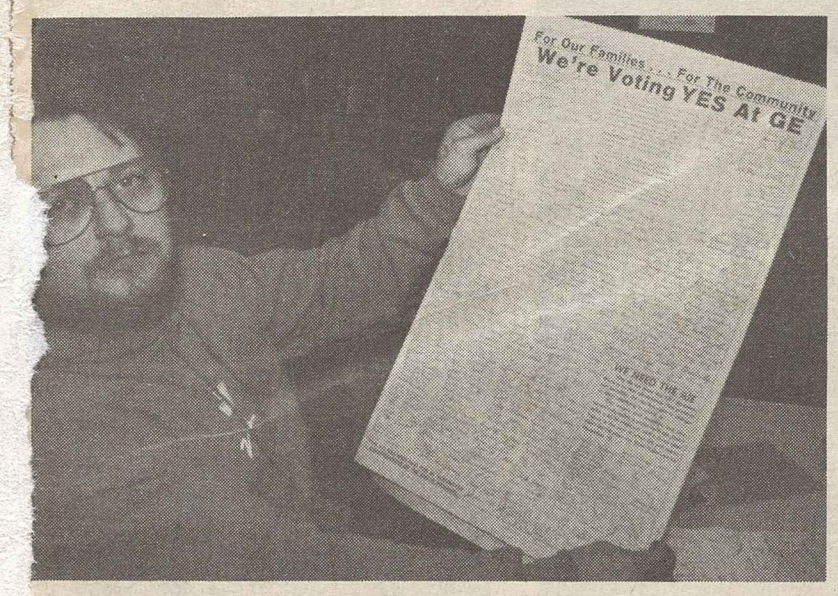
'88 outlook bleak for economy



GE worker Noel Crownover displays a newspaper ad promoting the Electronic Workers' organizing drive. At right, Sue Uselton gives a copy of the union's national GE contract to co-worker Jimmy Young.

IUE rolls up key victory at General Electric

Murfreesboro, Tenn.—Workers at General Electric Co.'s appliance motor manufacturing plant here voted 375 to 257 for representation by the Electronic Workers.

The union's first major breakthrough at a GE facility since 1974 was credited to a strong in-plant committee that overcame a company campaign of intimidation and smears.

"This win gives momentum to bring into the IUE other GE targets where unorganized workers are feeling the brunt of the company's wage cutting and wage freeze programs," said IUE President William H. Bywater.

The mid-December victory culminates several years of intensive organizational work during three election campaigns. In 1985, IUE lost by just six votes and a year later by only seven. In the most recent election, IUE won by 118 votes, drawing 60 percent of the eligible voters.

Unkept promises

After giving GE "another chance" in 1985 and 1986, the workers decided to go for the IUE, the union said. In 1985, management promised to resolve many grievances raised during the campaign, but then did nothing. In 1986, the workers believed management's promises that there would be no pay cuts, as IUE organizers had warned.

But last month, the IUE noted, management's credibility hit a new low following the announcement of a steep wage cut and a pay freeze to take effect in January.

The 70-member in-plant organizing committee spearheaded the campaign that included newspaper and radio advertisements. On the day before the representation election, the committee sponsored a full-page ad in the Murfreesboro Daily News Journal that carried the signatures of

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Forecasts raise fear for jobs, new recession

Economists are projecting a year of stagnant growth for the U.S. economy that will push unemployment higher in 1988, raising the distinct possibility of another recession.

In a report on the economic outlook for the coming year, AFL-CIO Research Director Rudy Oswald cited a consensus forecast, taken from the predictions of several dozen economists, that the nation's real gross national product (GNP) will increase only 2 percent and the jobless rate will go up from the present 5.8 percent to 6.2 percent. This would add several hundred thousand workers to the unemployment rolls.

Oswald suggested, however, that this consensus forecast may be overstating "the economy's ability to withstand the many imbalances that have built up" in recent years.

"Growth could easily be weaker than anticipated, and the possibility of a recession looms ever larger," he said. "The current economic environment is among the most volatile the nation has experienced in recent years, and the outlook is very uncertain."

Indicators down

Oswald's assessment was soon reinforced by the Commerce Dept.'s announcement that its index of leading economic indicators fell 1.7 percent in November, the sharpest one-month decline in more than six years. Plunging stock prices caused nearly two-thirds of the total drop—1.1 percent.

Declines were registered by seven of the nine items that make up the index, which forecasts future economic activity. Besides stock prices, they are the average workweek, money supply, vendor delivery performance, unemployment claims, sensitive material prices, and plant equipment orders.

Oswald said the typical scenario put forth by the economic forecasters envisions weaker consumption offset by stronger business investment and exports, a sharp departure from the heavy tilt to consumption that has characterized recent growth in the Eighties. Analysts foresee a rise in overseas demand for U.S. exports that many believe will boost business investment spending and invigorate goods-producing industries in the coming year.

On the inflation front, the projection is for a year-to-year rise of about 4.3 percent in the consumer price index, compared

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ILO conventions cleared for Senate floor action

By Arlee C. Green

The Senate Foreign Relations Committee gave its approval to two long-pending conventions of the International Labor Organization, a first step toward ratification by the Senate, which last adopted an ILO standard in 1946. The full Senate is expected to take up the measures in January.

ILO Convention 144, which requires consultation on ILO matters at least once a year by the government, worker and employer groups of each country, was approved in a 15-3 vote. Convention 147, which requires nations to set minimum labor standards for seagoing ships under their jurisdiction, was passed unanimously.

ILO conventions are treaties establishing minimum world standards for working conditions and worker rights. They are shaped by government, worker and employer delegates under the ILO's unique tripartite structure and are submitted to member nations for ratification only after a two-thirds vote of an ILO conference.

The United States has one of the worst ratification records of the more than 120 nations that belong to the ILO. It has ratified just seven of the 162 conventions—one minor procedural standard and the six maritime conventions.

AFL-CIO President Lane Kirkland in testimony last October urged ratification of the two conventions, and noted that the United States has been complying with

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Congress closes '87 session with tax-spending bill

The first session of the 100th Congress ended Dec. 22 after marathon negotiations on spending and tax measures for fiscal year 1988.

The basis of both the compromise budget reconciliation package and an all-purpose spending bill was a November agreement reached by congressional leaders and the White House that called for a reduction in the federal budget deficit of $30.2 billion for fiscal 1988. Lawmakers scrambled to find those savings which eventually included a $5-billion cut in military outlays and a $2.6-billion reduction in nonmilitary spending.

A $9-billion tax increase, coupled with higher user fees and savings from Medicare

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12/88

In 25 words or less

The National Labor Relations Board has put employers on notice that it's illegal to entice workers into voting "no" in a union organizing campaign by offering rewards for the best anti-labor or pro-management slogan.

That's the verdict handed down by the NLRB against the Fermont division of Dynamics Corp. of America where Teamsters Local 1040 was rolling to organize diesel engine generator plant workers in Bridgeport, Conn.

Management devised a contest that rewarded workers who came up with the most lavish praise for the company or most devastating assault on the IBT. Prizes included a 19-inch color television set, microwave oven and food processor.

On the day before the representation election, management brought its entire workforce together for a reading of the entries, announced the winning slogans, and awarded prizes.

By a 2-1 vote, the NLRB ruled that the company's "contest" was little more than a smokescreen to influence employees to vote against the union. The labor board ordered a new election.

Members Wilford W. Johansen and James M. Stephens said it was "obvious" that management was "buying endorsements with a promise of material awards of significant monetary value." The result was an unlawful interference with employees' rights.

Outgoing Chairman Donald L. Dotson disagreed. He contended that the company wasn't trying to turn the employees against the union.

Workers buffeted by uncertain economy

By Candice Johnson

Throughout 1987, American workers and their families were buffeted by job losses and an out-of-control trade deficit.

Communities were hit by a wave of corporate mergers and takeovers that resulted in layoffs and permanent plant closings affecting thousands of workers. The maquiladora system—under which companies were to build "twin plants" and warehouses in the United States and Mexico—was exposed as a scheme to shift production to low-wage, mostly young women workers in Mexico and avoid U.S. health and safety laws.

Workers saw their pensions and security threatened by corporate raids and attempts to regain "excess assets" and watched as real earnings declined to a point more than 10 percent below the level of 1979.

But 1987 also brought evidence of a resurgence in the trade union movement, with key victories on the organizing and bargaining fronts and a renewed spirit of solidarity marked by the reaffiliation of the Teamsters with the AFL-CIO. Union members took pride in labor's role in the nation's history as they joined in celebrating the 200th anniversary of the U.S. Constitution. And they turned their attention to the 1988 presidential campaign, with its promise of electing a president who will represent all the people.

Following are some of the key events of 1987 as chronicled by the AFL-CIO News.

The Watch on the Potomac

January

The 100th Congress convened, promising to give top priority to curbing the nation's hemorrhaging trade deficit—a record $170 billion for 1986. Layoffs plagued workers in nearly all manufacturing industries, while real earnings continued to fall, down 4.8 percent from January 1979. Congress passed a clean water measure—identical to a bill vetoed by President Reagan in 1986—by wide margins in both houses. The President presented the nation with a record trillion-dollar budget for fiscal 1988. The Supreme Court upheld a California law that gives pregnant women up to four months disability leave after the birth of a child.

City workers in Seattle shared $2.3 million in pay equity salary increases under an agreement reached between the city and the Professional & Technical Engineers. The Steelworkers reached a settlement and four-year agreement with USX, ending a six-month lockout of 22,000 workers. The AFL-CIO, and the Los Angeles and California central bodies launched the immigrant assistance project to help undocumented workers qualify for amnesty and resident status under the new immigration law. Union members across the country paid tribute to Dr. Martin Luther King, Jr. on the nation's second observance of the national holiday honoring the slain civil rights leader.

People—AFL-CIO Vice President Gene Upshaw, who heads the Professional Athletes, was named to the Professional Football Hall of Fame. Robert M. Healy was elected president of the Chicago AFL-CIO. Alan Kistler, retired director of the AFL-CIO Dept. of Organization & Field Services was named to the labor policy chair at the Hubert H. Humphrey Institute of Public Affairs at the University of Minnesota.

February

Congress overrode President Reagan's veto of the Clean Water Act by votes of 401-26 in the House and 86-14 in the Senate. The number of workers on jobless rolls was stuck above the 8-million mark. Labor Sec. William Brock was ordered by a federal appeals court to issue a final standard requiring employers to provide toilets, clean drinking water and field sanitary facilities for farm workers, ending a 14-year delay by OSHA. The National Labor Relations Board ruled that employers cannot arbitrarily repudiate union-negotiated pre-hire agreements.

The AFL-CIO Executive Council outlined procedures to help union members evaluate the 1988 presidential candidates and approved a program to permit international unions to affiliate all local unions with state AFL-CIOs at a reduced payment rate. The council also called for prompt action to aid the 37 million Americans who lack any health insurance and the additional 50 million who have inadequate coverage. The council added four firms to labor's boycott list—Consumers Union, Advertising Corp. of America, Colt Firearms Co., and Plymouth Rubber Co. Nearly 220 UFCW members—who were employed by Spencer Foods until the company's new owner, Land O'Lakes, refused to rehire them—shared a back pay award of $9 million. A Bureau of Labor Statistics report found that union members earn an average $119 a week more than their nonunion counterparts.

People—Lenore Miller, president of the Retail, Wholesale & Dept. Store Union, was elected to the Executive Council. Robert F. Goss, former president of the Oil, Chemical & Atomic Workers, was named director of the Colorado Labor Dept.

March

Commerce Dept. reports that the trade deficit continued to swell—with the early 1987 shortfall at its third-highest level to date—brought renewed calls from the AFL-CIO for tough trade reform. The Supreme Court upheld labor protection provisions and the "first hire rule" for airline workers hit by mergers, takeovers and acquisitions. Congress passed a "veto proof" asbestos clean-up measure. Nearly 8,000 Hotel Employees & Restaurant Employees in Hawaii won pay raises and job security in a settlement with 13 hotels. But more than 2,500 UFCW workers at IBP, Inc.'s Dakota City, Neb., plant voted to strike the company after a three-month-long lockout when IBP unilaterally slashed wages and benefits. UFCW also uncovered fraudulent reporting of injuries and health concerns by IBP and other meatpackers and pressed for an end to OSHA policies that reward under-reporting and threaten workers' safety. Nearly 12,000 Service Employees in San Francisco won a $35.4-million pay equity settlement. Food service and cafeteria workers at the House of Representatives joined HERE. "Right-to-work" laws were rejected in Oklahoma and New Mexico, while Montana crushed by a 45-4 Senate vote the call for a constitutional convention to mandate a balanced federal budget. More than 400 union members from 13 states attended the first 1987 regional conference.

People—Former Sec.-Treas. Robert H. Holton was elected president of the Plasterers & Cement Masons. Kenneth Coss was appointed secretary-treasurer of the Rubber Workers, succeeding Donald Tucker on his retirement. Richard Walsh was elected secretary-treasurer of the Illinois AFL-CIO, succeeding Harl H. Ray who retired. Rosina Tucker, the trade union and civil rights pioneer who helped organize the Sleeping Car Porters, died at 105.

April

AFL-CIO President Lane Kirkland denounced the South African government's continued crackdown on black workers and their unions, pointing to a brutal police attack on a group of 300 Railway & Harbor Workers in which six were killed. Congress overrode Reagan's veto of the highway construction bill. The Supreme Court upheld the privacy rights of public employees and also upheld the long-established right of workers to engage in sympathy strikes. A federal appeals court ruled that employers are required to maintain safe work sites and can be held liable for injuries even when they are in compliance with a specific standard. A tragic building collapse in Bridgeport, Conn., killed 28 building tradesmen and sparked an investigation into inadequate OSHA inspections and resources. Arkansas and Minnesota approved minimum wage hikes. Nearly 5,000 Office & Professional Employees shared a $5-million settlement in a sex discrimination complaint against the Tennessee Valley Authority.

People—Frank Connors was elected executive vice president of the Letter Carriers. Death claimed Saul Miller, 68, retired editor of the AFL-CIO News; Ewan Clague, 90, former BLS commissioner, and Daniel E. Conway, 75, president emeritus of the Bakery, Confectionery & Tobacco Workers.

May

The House adopted—218-214—a trade bill amendment sponsored by Rep. Richard Gephardt (D-Mo.) calling for action against countries that run up huge trade surpluses with the United States. The House then passed trade reform package by a 290-137 margin. The Supreme Court upheld the right of railroad unions to engage in secondary picketing but rejected a labor bid to restore the intent of a 1970 law requiring comparable pay for federal workers. OSHA issued final rules on field sanitary facilities for farm workers. The Immigration & Naturalization Service ruled that union hiring halls were not required to verify the citizenship of workers referred to job sites. Poland arrrested several leaders of the Solidarity trade union movement to prevent their participation in May Day observances.

The AFL-CIO gave the 1988 presidential contenders an opportunity to discuss economic and social issues with union members through written responses to four questions and one videotaped response, which were published in special sections of the AFL-CIO News.

A four-year strike against Magic Chef Inc. ended with lump-sum payments and job guarantees for 600 members of the Molders.

People—Rex Hardesty was named AFL-CIO Information Director. Frank Garrison was elected president of the Michigan AFL-CIO. Wilbur Cohen, who drafted the nation's social security and Medicare laws, died at 73.

June

The House voted 227-197 to curb double-breasted contracting in the construction industry. Nearly 11,000 air traffic controllers voted for union representation by a 70-percent margin and 2,000 workers at the former Kingsport (Tenn.) Press plant voted for representation by the Aluminum, Brick & Glass Workers—25 years after their union was busted by management. The Paperworkers launched a corporate campaign against International Paper, as union members in four plants were locked out or voted to strike after the company demanded steep pay cuts and givebacks. UFCW members in Mississippi won their first contract with Delta Pride Processors, the world's largest catfish processor.

People—John T. Dunlop, Harvard University professor and economist, was presented the Murray-Green-Meany award, labor's highest honor for humanitarian service. J. Martin Emerson was elected president of the Musicians. Charles Huggins was elected to the top post of the Arizona AFL-CIO, succeeding Darwin Aycock who retired. Elizabeth Morgan, longtime treasurer of the Television & Radio Artists, died at 84.

July

The Senate passed a broad-based trade reform measure by a 71-27 vote in the face of a Reagan veto threat. The bill retained plant closing notice for workers and expanded the trade adjustment assistance program. The Letter Carriers, Postal Workers and Mail Handlers won a 40-month contract covering 600,000 workers at the U.S. Postal Service. A draft report by the congressional research office criticized OSHA for unnecessary delays in curbing chemical hazards and carcinogens in the workplace. International Trade Commission made initial finding of dumping against foreign manufacturers of color television tubes. Union-industry show drew 230,000 visitors in Atlantic City. The USWA reached a settlement with LTV Corp. restoring supplemental pension benefits to nearly 8,000 retirees. The pact was approved by federal bankruptcy court.

People—Thomas W. Gleason retired as president of the Longshoremen, with John Bowers elected to succeed him. Charles Dale was elected president of the Newspaper Guild, succeeding Charles A. Perlik Jr. who retired. Ernesto Herrera, past winner of George Meany Human Rights Award, was elected to the new Senate in the Philippines. James Kennedy, former executive assistant to AFL-CIO Sec.-Treas. Thomas R. Donahue, was named to the top operating post at the Railway Labor Executives' Association. Walt Elliot was elected president of the Nevada AFL-CIO. Andrew Pettis, former president of the Shipbuilders, died at 81.

August

The George Meany Memorial Archives—located on the campus of the labor studies center—was dedicated on Meany's birthday. The AFL-CIO ended its successful boycott of Coors Co. products after the brewer pledged to not interfere in union organizing activities and agreed to build new plants under union conditions. The AFL-CIO Executive Council voted to postpone endorsement of a 1988 presidential candidate, citing lack of consensus among union members. UFCW workers approved a new contract with IBP, ending an eight-month-long work stoppage and giving the 2,800 workers their first pay raise since 1981. Union representatives in 28 nations expressed support for the peace plan drafted by five Central American presidents. The Railway & Airline Clerks changed their name to the Transportation • Communications Union.

People—ACTWU President Jack Sheinkman was elected to the Executive Council as former President Murray Finley retired. Labor historian Stuart Kaufman was appointed director of the Meany Archives. Bayard Rustin, civil rights and union activist, died at 75. Death also claimed former AFL-CIO Vice Presidents I.W. Abel, 78, of the USWA and William Doherty, 85, of the NALC; Region VIII Director John O'Malley, 58; Leon Keyserling, 79, who helped draft the National Labor Relations Act and social security measures, and ACTWU editor Harry Wittschen, 59. Kim Dae Jung, Korean democratic presidential candidate, was named to receive the George Meany Human Rights Award.

September

Congress modified the Gramm-Rudman-Hollings Act, stretching out the timetable for achieving a balanced budget. The House voted to compensate Japanese Americans who were illegally imprisoned during World War II. OSHA issued a rule limiting worker exposure to benzene. The National Football League Players Association struck the NFL team owners, seeking improvements in pay, pensions and other working conditions including free agent rights. Union members across the country rallied around the NFLPA, supporting striking players as owners fielded scab teams. Auto Workers won a three-year settlement with far-reaching job security protections for 104,000 Ford workers. Detroit Teachers ended a 20-day walkout, winning wage and classroom gains. Washington memorial to AFL President Samuel Gompers was restored and rededicated.

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Penalties set in picture tube dumping case

The American television manufacturing industry has been "materially injured" by the systematic dumping of $200 million worth of color picture tubes a year from Japan, South Korea, Singapore and Canada, the International Trade Commission ruled.

The 4-1 vote by the ITC follows an earlier determination by the Commerce Dept. that the imports from the four countries were being sold in the U.S. market for as much as one-third below their fair market value.

The ITC decision is a clear-cut victory for the Electrical Workers, Electronic Workers, Machinists, Steelworkers and the AFL-CIO Industrial Union Dept., who filed the anti-dumping suit a year ago.

IUE President William H. Bywater hailed the action as "the vindication of a struggle over two decades to enforce fair trade" in the color television industry. He noted that the union first filed anti-dumping charges in 1969.

Relief for U.S. industry

Bywater said the ITC decision "raises new hopes for the 12,000 workers in the U.S. color picture tube industry whose jobs have previously been threatened by unfairly traded imports." And, he added, the decision could help revitalize the ailing domestic industry by ending the price gouging that gave foreign firms an unfair edge in the marketplace.

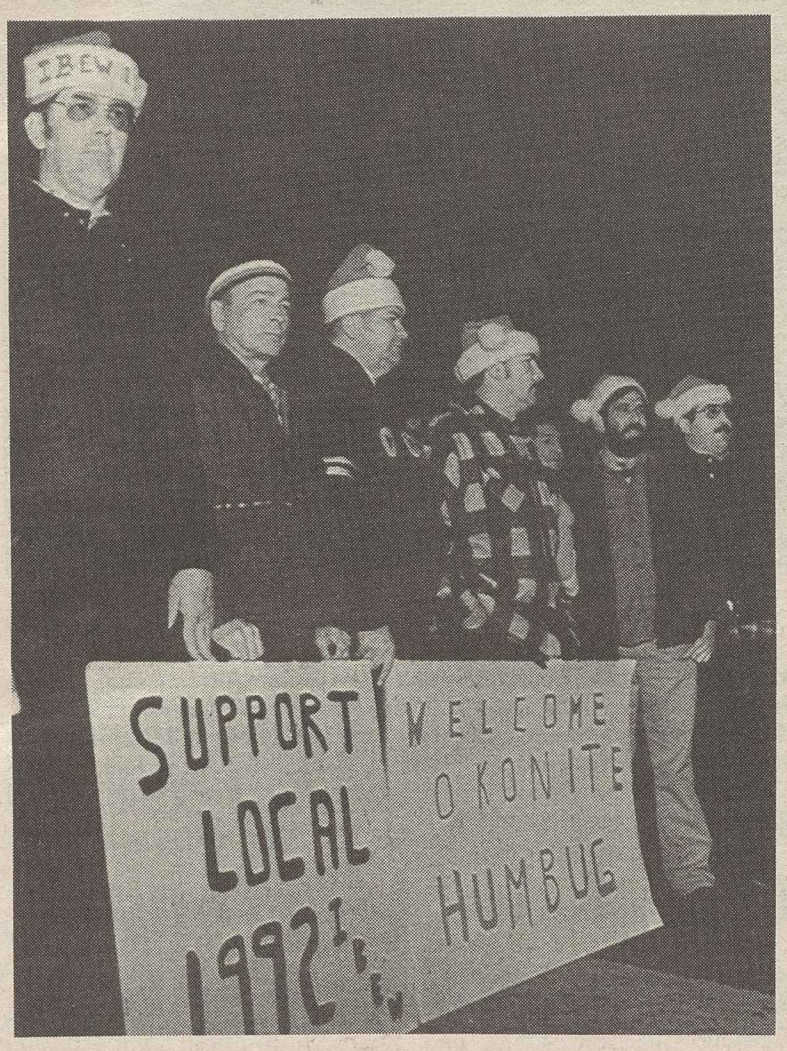
President John J. Barry of the IBEW called the action a significant step toward "a fair basis of international competition" that could preserve the jobs of American workers. "We have seen plants close and tens of thousands of jobs lost because of lax enforcement of our trade laws," he emphasized.

IUD President Howard D. Samuel said that while the decision in the color picture tube case was an "important victory," the continued pattern of "persistent dumping and other unfair trade practices needs to be addressed by further improvements" in the nation's trade laws.

"Winning these cases is important," Samuel stressed. "But modernizing the whole structure of U.S. trade law," embodied in the labor-backed trade legislation pending in Congress, "is the key to rapid and certain relief" for all American industries battered by foreign-made goods.

The ITC finding means that the U.S. Customs Service will immediately begin collecting cash deposits on each color picture tube imported from these four countries. The deposits will reflect the difference between the fair market value and the lower prices foreign manufacturers charged in their campaign to drive American producers from the marketplace.

Union solidarity bolsters Yuletide spirit



Suspended IBEW members protest Scrooge-like behavior by Okonite Co. executives who banned Santa caps.

North Brunswick, N.J.—The spirit of Ebenezer Scrooge paid a holiday visit to the Okonite Co., where more than 100 workers—members of Electrical Workers Local 1992—were suspended by the electrical cable manufacturer for wearing Santa Claus caps.

The incident began innocently enough but quickly snowballed. Two workers wearing the red-and-white caps caught the eye of a visiting corporate executive, who ordered them to remove the hats. The workers protested, noting that they have worn the festive caps during the holiday season for the past five years. The workers were suspended without pay for an indefinite period.

In a display of solidarity, 23 workers on the second shift donned holiday caps and also received warnings and suspensions. The following day, the entire day shift of 80 union members wore the Santa caps and were suspended for two- and three-day periods.

The IBEW members then moved their protest outside the plant, spreading holiday cheer and singing Christmas songs. After the rally, local union officials said the workers were ending their cap protest, with the matter to be resolved through the grievance process. "The intention was to protest a couple of improper suspensions . . . it's not worth anybody losing a job over," the union said.

Okonite claimed the hats resembled "carnival-like headwear" and were "not appropriate for a business environment." The company also threatened to fire any worker who continued to wear a Santa cap.

But the union members pointed out that Okonite has no regulation against wearing hats or caps on the job and stressed that most workers wear baseball caps or other hats throughout the year.

Workers' buying power continues slide

Inflation drives real wages down 10.4 percent in decade

American workers continued to pay the price for the economy's two-tiered drift as real earnings fell 1.3 percent in the 12-month period ending in November, the Labor Dept. reported.

In the past year, average weekly earnings rose 3.2 percent. But that modest gain was wiped out by an increase of 4.6 percent in the consumer price index.

The figures provide further evidence of the economic downslide in the average nonsupervisory worker's real earnings—the effective value of paychecks after taking inflation into account. Since November 1978, workers' buying power has been cut a sharp 10.4 percent, measured in constant 1977 dollars.

With one exception—services, where purchasing power inched up six-tenths of 1 percent—the year's decline in real earnings was felt across the board, the Bureau of Labor Statistics reported. The value of paychecks was off 3 percent in the mining and oil industry, 2.6 percent in transportation and utilities, 2.5 percent in retail trade, 2.1 percent in construction, 1.8 percent in wholesale trade, 1.2 percent in manufacturing and eight-tenths of 1 percent in finance, insurance and real estate.

The BLS said that the CPI advanced three-tenths of 1 percent in November. That's a 4.6-percent increase in consumer prices in the past 12 months—more than four times the 1986 rate of just 1.1 percent.

Bleak forecast

Most analysts expressed little hope that the Reagan Administration will be able to bank the fires of inflation in the months ahead. The bleakest forecast came from James Annable, chief economist at First National Bank of Chicago, who anticipates that by the end of next year, prices will be rising at a 6.5-percent annual clip.

The White House itself threw cold water on hopes of any economic resurgence next year. It forecast an annual growth rate in 1988 of a scant 2.4 percent—more than a full percentage point below the 3.5-percent growth rate it had estimated just two months earlier.

Some economists expressed the view that the 2.4-percent prediction was still on the rosy side—as have been most Administration forecasts in the past. They pointed out that Chairman Beryl W. Sprinkel, chairman of the Council of Economic Advisers, found it necessary to concede that 1988's economy would be "somewhat restrained."

On the BLS cost-of-living index, energy prices reversed course and rose in November after two months of decline. Heating oil prices are now 14.1 percent higher than the November 1986 level and gasoline prices are up a steep 21 percent.

Other year-to-year price increases include 6.4 percent for medical care, 6.3 percent for clothing, 2.7 percent for public transporation and 2.2 percent for new cars.

Labor's year marked by resurgent spirit of unity

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People—Stephen Schlossberg, former general counsel for the UAW and Deputy Under Secretary of Labor for labor-management relations, became director of the Washington office of the International Labor Organization. Death claimed former AFL-CIO Vice President Paul Jennings, 69, former president of the Electronic Workers, and Anthony Sabantine, 71, retired secretary-treasurer of the Oil, Chemical & Atomic Workers.

October

The roaring trade deficit hit Wall Street hard, as the stock market experienced a record loss of 508 points in one day. Analysts quickly warned that the economy was on shaky ground, the one-day plunge causing overall losses of $500 billion. The Senate Judiciary Committee rejected the Reagan Administration's nomination of Judge Robert H. Bork to the Supreme Court by a 9-5 vote, with the full Senate blocking the appointment by a 58-42 margin. The Administration's next choice—Judge Douglas H. Ginsburg—withdrew from consideration. The Senate upheld prevailing wage protections by a 56-41 vote. The AFL-CIO held its 17th constitutional convention in Miami Beach, Fla., and welcomed the Teamsters back into the federation. The convention approved new organizing disputes procedures, a program to spur affiliations with state central bodies and a per capita boost to finance $13 million "Union, Yes" campaign in broadcast media. Broadcast Employees & Technicians reached an agreement in their 17-week strike against the National Broadcasting Co. Chicago Teachers ended a month-long strike, winning a two-year pact. Labor began a boycott of Blue Cross/Blue Shield health insurance provider in Memphis, Tenn.

People—Presidents John J. Barry of the Electrical Workers and John A. Gannon of the Fire Fighters were elected to the Executive Council. Richard Wilson was appointed the federation's director of Organization & Field Services, succeeding Charles McDonald who became executive assistant to Sec.-Treas. Donahue. Labor Sec. William Brock resigned. V.M. Speakman was elected president of the Rail Signalmen, succeeding R.T. Bates who retired.

November

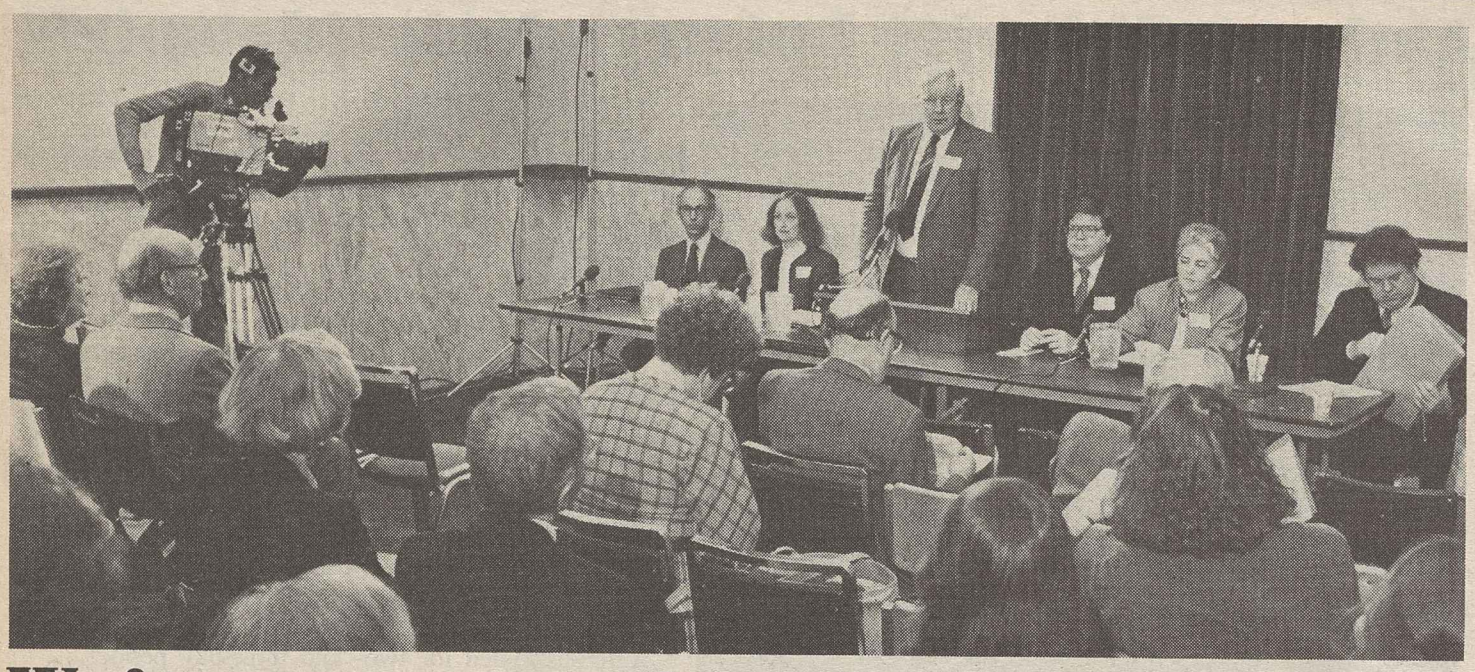
Workers' real wages continued to slump, with purchasing power down 10.4 percent over the past nine years. Preliminary reports pointed to another record trade deficit. Congress approved a special consumer price index to better measure the impact of inflation on senior citizens. By a 305-112 vote, the House passed amendments to the Hatch Act that would lift most restrictions on political activities of federal workers. The AFL-CIO pressed for strong sanctions against South Africa to bring an end to apartheid. The Texas Supreme Court ruled that public employees cannot be compelled to take polygraph tests. Building trades pressed for a new federal agency to oversee construction safety and health, while OSHA imposed a record $5-million fine on construction firms involved in the Bridgeport building collapse. Nearly 370,000 UAW members at General Motors Corp. plants won job security in a new three-year pact.

People—Judge Anthony M. Kennedy was nominated by Reagan to fill vacant Supreme Court seat. President Frederick O'Neal of the Actors & Artistes was honored by the Workers' Defense League. Wilbur Daniels retired as executive vice president of the Ladies' Garment Workers. John Rogers, editor of the Texas AFL-CIO News, died at 52. Ralph Crippen was elected president of the Vermont AFL-CIO as Robert Clark retired.

December

The year seemed to end as it began, with Commerce Dept. reports that the nation's trade shortfall for the first ten months of the year—$175 billion—already exceeded 1986's record level. The AFL-CIO stepped up its campaign for trade reform and pressed for a major overhaul of the unemployment insurance system, noting that just three of every ten jobless workers receive any benefits. The House passed a welfare reform plan by a 230-194 vote. The House also added airline labor protection provisions to a consumer rights bill limiting flight delays and cancellations. The NLRB issued a complaint against the NFL for illegally discriminating against striking football players. The Supreme Court rejected an employer bid to overturn an earlier court decision that held employers liable for workers' job safety. The court let stand a ruling that Continental Can Co. illegally manipulated workloads and other business decisions to avoid paying pension benefits. Congress adopted a major education aid package by overwhelming votes. Nearly 13,600 UFCW members in Cleveland won wage and benefit gains after a two-day strike.

People—Ann Dore McLaughlin was confirmed as new Labor Secretary. Herbert Walker was elected national director of the Mail Handlers. Donald Dotson left post as NLRB chairman. Tom Ducy was named secretary-treasurer of the Machinists, succeeding Eugene Glover who retired. John R. Hodges and Donald K. Day were elected to top posts at the Ohio AFL-CIO. Death claimed Ray Majerus, 63, secretary-treasurer of the UAW.



Writers on guard

Former Newspaper Guild President Charles A. Perlik Jr. leads panel discussion on Reagan Administration attempts to add further restrictions to the federal Freedom of Information Act. The discussion was part of the Washington legislative conference of Writers Watch, a coalition that includes the Guild and the unaffiliated National Writers Union. Other panelists from left are Robert Gellman of House Information subcommittee staff; Director Jane Kirtley of the Reporters Committee for the Freedom of the Press; Atty. Frances Chetwynd and Director Scott Armstrong of the National Security Archive.

Payroll taxes increase 5% on social security

Workers will pay about 5 percent more in social security taxes this year than they did in 1987.

At the same time, the nation's 38 million social security recipients will receive a 4.2 percent cost-of-living increase in their monthly checks.

The social security payroll tax increased to 7.51 percent on Jan. 1 from the previous rate of 7.15 percent.

A worker who paid $2,000 in payroll taxes on $27,972 in wages last year will have to pay $2,100—a 5-percent increase—in 1988 on the same amount of earnings. Employers will have to match the higher rate, too.

The maximum annual earnings subject to the social security tax will increase from last year's ceiling of $43,800 to $45,000. Workers at the new maximum income level will pay a total of $3,380 in social security taxes this year, up about $247, or 7.9 percent, over last year's maximum payment.

The tax increase is part of a long-term overhaul of the social security system drafted by the bipartisan National Commission on Social Security Reform in 1983. That plan calls for an additional tax rate increase to 7.65 percent in 1990.

Since 1983, the old age and disability funds have built up reserves of $67 billion, with another $38 billion expected to be gained in 1988, Social Security Administrator Dorcas R. Hardy reported.

For social security recipients 65 and over, the annual exemption on earnings will increase to $8,400 from $8,160 in 1987. For those benefit recipient under age 65, the exempted income level will be $6,120 this year, up from $6,000. The average monthly benefit for a single retired worker will increase to $513 from $492.

Metalworkers map white-collar organizing drive

Orlando, Fla.—Delegates from metalworking unions on four continents pledged to bring the benefits and protections of trade unionism to white-collar and other "nonmanual" workers in the United States and 14 other nations.

These workers were designated for a worldwide organizing campaign by the International Metalworkers' Federation during the third IMF World Aerospace Conference held here. The IMF, which has headquarters in Geneva, Switzerland, coordinates international activities of metal worker unions on five continents.

The 100 delegates, including representatives from three AFL-CIO affiliates, noted that white collar organization is critical now because multinational corporations are unilaterally imposing substandard wages and working conditions on these employees

The three participating American unions were the Auto Workers, Machinists and Electrical Workers.

Delegates adopted a resolution calling for job retraining in the highly volatile and cyclical aerospace industry. Reduction of this periodic but consistent fluctuation in employment could be effected by providing financing for job banks—special funds set aside for retraining laid-off workers.

"Such funds would complement the usual national unemployment programs so as to maintain aerospace workers' pay and benefits at their normal level until new jobs have been found," the IMF declaration noted.

Worldwide scope

The conference recalled the historic cooperation of conglomerates in joint production ventures and called for increased international labor solidarity among aerospace workers. This can be accomplished, delegates suggested, "by working toward greater upward harmonization of wages and working conditions, including the reduction of working time, and by more frequent and intense trade union cooperation."

In his keynote address, IAM President William W. Winpisinger, an AFL-CIO vice president, took the Reagan Administration to task for stalemating the U.S. space program.

Winpisinger, chair of the IMF aerospace sector, said the executive branch was guilty of "irresponsible and counter-productive fiscal budgetary and economic policies."

IMF Gen. Sec. Herman Rebhan underscored the call for organizing white-collar aerospace workers, stressing the need to upgrade wages and working conditions worldwide.

"We are certain that space research, development and experiences are moving forward so rapidly that before today's children are old, we shall see metal extractive and assembly industries operating in space," Rebhan predicted.

In addition to delegates from the United States and Canada, the conference drew union representatives from 13 Asian, European and Latin American countries.

Unions push employee buyout of Southern Pacific Railroad

The Railway Labor Executives' Association said it will continue to press its plan for an employee buyout of the Southern Pacific Railroad despite the announcement by the Santa Fe Southern Pacific Corp. (SFSP) that it has agreed to sell the railroad to Rio Grande Industries Inc.

"While this certainly represents the first step toward selling the Southern Pacific, the process has just begun," RLEA Chairman Richard I. Kilroy stressed.

Viable plan

He expressed confidence that once the Interstate Commerce Commission reviews the sales agreement between the SFSP and Rio Grande Industries and considers the opposition it will meet, the RLEA's buyout offer "will surface as the most viable in satisfying the ICC's divestiture order and the concerns of employees covered by existing agreements."

The sale grows out of the ICC's action rejecting a merger of the Santa Fe and the Southern Pacific on the ground that it would be anti-competitive and ordering the holding company, the SFSP, to sell off one of the railroads.

The RLEA was among the bidders for the SP, with the support of the carrier's management, first offering $750 million and later $1 billion plus other considerations. It also offered to match the proposal of any other bidder. The association is made up of the chief officers of 19 unions with members employed in the railroad industry.

The SFSP said Rio Grande Industries' offer was for $1.02 billion in cash, plus the assumption of the SP's outstanding debt.

Kilroy, who is president of the Transportation • Communications Union, said the Rio Grande Industries proposal "raises significant concerns regarding long-term rail service, employment levels and recognition of employees' rights under existing agreements."

Rio Grande Industries, which operates the Denver & Rio Grande Western Railroad, reportedly said it would abide by existing labor agreements covering SP employees. But Kilroy said that in discussions with the rail unions the DRGW "has declined binding terms and adequate assurances guaranteeing" worker protections.

Kilroy stressed, however, that as the ICC's review process unfolds, the RLEA will leave the door open to other parties, including the DRGW, for further discussions of the employee buyout offer or other possible options. Meanwhile, he said, rail labor will participate independently in all ICC proceedings.

Maximum service

At stake in those proceedings, Kilroy said, "is whether the proposed new owner can show to the government, the public and to workers that it intends to maintain maximum rail service, long-term viability and, thus, long-term employment." The RLEA's employee buyout offer represents the best option for meeting these and other concerns, he declared.

Southern Pacific employs some 26,000 workers and operates on 13,000 miles of track. The DRGW has some 2,000 employees and 2,600 miles of track.

Besides the RLEA, other bidders opposing the sale included Kansas City Southern Industries, owner of the Kansas City Southern Railway, which said its bid was "hundreds of millions of dollars higher" than that of the DRGW, and the Henley Group Inc., a California-based company which owns nearly 15 percent of SFSP.

New York State retirees join AFSCME program

Albany, N.Y.—The Civil Service Employees Association's retiree division affiliated with AFSCME's Retiree Program on Jan. 1, boosting the program's membership to more than 110,000.

The CSEA division includes more than 40,000 retirees from New York state and local government jobs outside of New York City along with some private sector members. The unit will be known as AFSCME Retiree Chapter 1000. The affiliation process began last summer at the urging of CSEA President William McGowan. CSEA affiliated its 200,000 members with AFSCME in 1978.

"We're excited about the benefits of affiliating with AFSCME," said Don Webster, chairman of the retiree division. "For example, the CSEA retirees will immediately gain more lobbying clout in Washington as a direct result of our greater size and national connection." The retirees will also gain access to other benefits, including the low-cost MasterCard offered by the AFL-CIO's Union Privilege Benefit Programs.

Congress votes tax-spending package

Continued from Page 1

benefits enabled Congress to meet the deficit reduction goal without exposing government spending programs to severe across-the-board cuts required by the Gramm-Rudman-Hollings balanced budget law.

The spending bill was nearly derailed in the House, as members expressed strong opposition to an $8-million package of nonmilitary aid for Nicaragua's contras. The bill squeaked by on a 209-208 vote and 120 Democrats opposed the measure. The Senate approved the bill 59-30.

The House then approved the tax package by a 237-181 vote. The Senate followed suit, endorsing the measure by a 61-28 margin.

The final funding package includes sanctions that prohibit certain foreign companies from participating and bidding on U.S. public works construction contracts over the next year. The ban is a response to Japan's refusal to allow U.S. contractors to bid on Japanese projects.

A labor-backed provision that would have restricted employers seeking to claim so-called excess assets from worker pension funds was dropped from the final House package, although Congress adopted somewhat more stringent funding rules for underfunded pension plans.

Fairness Doctrine dropped

Also dropped was a provision that would have re-instituted the Fairness Doctrine—which required radio and television broadcasters to air opposing sides of controversial public issues. Earlier, President Reagan had threatened to veto any legislation that included a revitalized fairness doctrine.

The budget deficit reduction plan calls for a $2.1-billion reduction in Medicare outlays to be achieved through restrictions on hospital and doctor payments, and a $1.5-billion cut in farm commodity programs. But it includes an increase of $633 million in the Medicaid program over the next three years to aid poor pregnant women and children.

The omnibus spending bill also calls for:

- More than $900 million for research on Acquired Immune Deficiency Syndrome—AIDS.
- A 2-percent federal pay raise.
- An eight-month delay in fines levied against communities that fail to meet the pollution standards of the Clean Air Act.

The tax provisions of the deficit-reduction plan include:

- Extension of the 3-percent telephone service tax.
- A top rate on estate and gift taxes of 55 percent, rather than 50 percent.
- A 50-percent tax on stock gains realized by corporate raiders when they attempt to take over another company.
- Extension of the two-tenths of 1 percent surtax on the unemployment insurance taxes paid by employers.

The second session of the 100th Congress will begin on Jan. 25.

Union corporate campaign focuses on asbestos hazard

Rallies support of Echlin stockholders

New Haven, Conn.—The Clothing & Textile Workers and Carpenters pressed stockholders of Echlin Inc., a Fortune 500 auto parts manufacturer, to adopt resolutions examining the company's practices in the use of cancer-causing asbestos at its many plants nationwide.

The Echlin Independent Shareholders Committee, composed of the Carpenters and ACTWU, organized support among the 20,000 stockholders to:

- Urge the Echlin board to form a committee of outside directors to study the health problems and legal liabilities posed by the increasing operational involvement with asbestos substances.
- Suspend further stock acquisitions in the Raytech Corp. and review the risks and benefits resulting from Echlin's investment in this company.
- Repeal a bylaw provision that allows the board of directors to unilaterally amend the bylaws without seeking shareholder approval.

In the proxy battle, the unions, which together own more than 60,000 shares of Echlin stock, got support from banks, public employee pension funds, large institutional investors and major individual shareholders. An independent firm was hired to tally the proxy ballots and the results will be available later this month, the company said.

At last month's stockholders' meeting, William Patterson, ACTWU's national field director, said the resolution on asbestos "seeks to promote new thinking and a reexamination of the corporate policy in this critical area."

The unions' case was bolstered by Dr. Mark Cullen, director of the occupational medicine program at the Yale University School of Medicine. He told company directors, "Chief executive officers like yourself tend to view the health and safety problems as a cost of doing business, as well it may be. Unfortunately, the day has come when health and safety has become an issue of suffering and death."

ACTWU member Carlos Puello, who works at Echlin's Friction Materials Inc. plant in Lawrence, Mass., told the corporate directors, "We made the brakes that save your lives, and we hope you will take precautions to save our lives."

Echlin management, however, had sent a press release to major stockholders urging "No" votes on the three issues raised by the unions. The release said that ACTWU is "attempting to coerce" management into recognizing the union as the collective bargaining representative for the employees at two of Echlin's subsidiaries.

ACTWU represents 350 workers at the two Echlin facilities. At Friction Materials Inc., the company's challenge of the results of a recent representation election were rejected by the National Labor Relations Board. And at EPE Inc. in Fredericksburg, Va., the company has denied its obligation to bargain with ACTWU and is appealing an adverse NLRB decision in a federal court.

In a proxy statement sent to Echlin shareholders, unions explained that the company has allowed its workers to be exposed to hazardous asbestos fibers at levels more than three times higher than the federal standard.

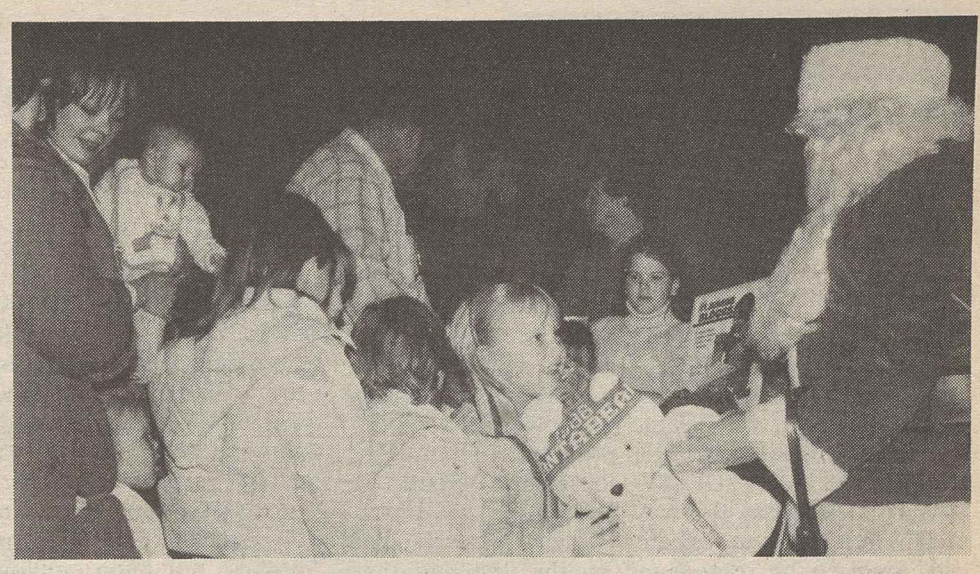
Risk to auto mechanics

Further, thousands of auto mechanics working with Echlin-made products can be exposed to hazardous asbestos fibers.

The EPE Inc. plant was inspected by the Virginia Dept. of Labor & Industry in late October and again on Nov. 9 to determine the existence of asbestos-related problems. The agency's finding are expected to be issued later this month, the proxy material said.

And on Oct. 21, Friction Materials Inc. received the largest fine assessed this year in Massachusetts for asbestos violations—$36,700—for failing to keep asbestos exposures below the federal limit, for not providing medical monitoring of workers and for not adequately training its employees.

Echlin also owns 30 percent of Raytech Corp., a holding company that owns Raymark—a major asbestos manufacturer that currently has more than 37,000 asbestos liability claims against it. The proxy statement warns shareholders that Echlin's involvement with Raytech could make it a party to the lawsuits.



Christmas cheer

Santa Claus made a special appearance in Bloomington, Ill., at the sixth annual holiday party sponsored by the Bloomington-Normal AFL-CIO and the McLean County Chamber of Commerce for children of unemployed workers. More than 500 youngsters played carnival games, made holiday cards and reminded Santa of their last minute Christmas wishes. The children also received a Union Label & Service Trades Dept. bag, stuffed with gifts and goodies from local businesses.

Juvenile Shoe boycott lifted as ACTWU signs 3-year pact

Aurora, Mo.—A nine-month strike and a national boycott against Juvenile Shoe Co. ended with the signing of a new three-year contract covering 450 Clothing & Textile Workers.

ACTWU President Jack Sheinkman, in announcing the settlement, said that "what we've done with Juvenile Shoe Co. is reverse the trend. This success shows us that a union can strike and win. Until now, southwest Missouri was a graveyard for unions who dared to strike."

Juvenile Shoe was placed on the AFL-CIO boycott list in August after forcing a strike by demanding steep wage cuts, damaging work rule changes, elimination of some holidays, and weekend work with no overtime. The workers, who are members of ACTWU Locals 88, 282 and 214A, had struck on Apr. 1 at the company's plants in Aurora and Carthage, Mo.

The shoe firm then hired scabs at pay rates higher than the final offer it had made to its union workers, began hiring homeworkers at minimum wage rates and increased its use of low-wage imports. The union then initiated a boycott of the company and its two shoe chains in Missouri—Robin's and Robinson's.

The new contract, ratified on Dec. 7, provides that all striking workers have the right to their former jobs and will retain full seniority rights, including seniority over replacement workers who remained in the plant, the union said.

The agreement also retained the union security and checkoff clauses, and any scabs kept on the payroll will have to join ACTWU. The union has represented the firm's workers since 1946.

The economic package "is an actual improvement over the company's final offer made last March," Sheinkman said. Workers will now be entitled to up to a 5 percent increase in wages, will retain all their holidays and receive health insurance coverage from the day they return to work for themselves and their families. Sheinkman noted that most of the union workers are women, "often their family's primary source of income."

Don Smyth named ILO media director

Donald S. Smyth, who has been with the Labor Dept.'s press office for 23 years, has joined the Washington office of the International Labor Organization. ILO Washington director Stephen I. Schlossberg said Smyth will direct the U.S. news media operation on the ILO's efforts to improve the conditions of workers around the world.

Smyth, 54, has been a member of the Newspaper Guild, Teamsters and Government Employees.

Air cargo handlers win back pay for Burlington lockout

Toronto—Burlington Air Express, which illegally locked out members of the Typographical Union in 1985-86, has agreed to pay the 22 air cargo handlers involved an average of $18,000 each in back pay and to pick up the union's expenses in conducting a boycott against the company. The dispute was the first to be settled under Ontario's "first contract" law.

"This is a victory for our members and a victory for all of labor," said Local 91 President Douglas Grey in thanking the AFL-CIO and its affiliates for their support in a boycott against the California-based firm, which was formerly Burlington Northern Air Freight.

Under terms of the settlement, the transport company is committed to pay more than $450,000 to cover the wages of the locked-out members, plus the union's boycott expenses and dues owed to it.

The 22 ITU members, now with the Communications Workers, were locked out in May 1985 after a year of bargaining failed to produce a first contract. The company hired scab replacements.

Part-time work issue

The ITU local charged the company with bad faith bargaining, use of union-busting and intimidation tactics, including unfair suspensions and demotions of the workers. A key issue in the dispute was Burlington's demand that it be allowed to make all the workers part-timers. The company was placed on the AFL-CIO national boycott list in May 1986.

The Ontario Labor Board, empowered under a 1986 law to impose a contract on the two parties if it found "first contract" negotiations failed because one side was unwilling to bargain, settled the dispute in July 1986. It was the first to be decided under the new law.

The labor board had concluded that the lockout was illegal because the company's motive "was a desire to punish employees for having exercised their rights to join a union."

Chile slapped for worker rights abuses

The Reagan Administration, acting on a long-standing request of the AFL-CIO, stripped Chile of the privilege of exporting certain products to American markets duty free, citing that country's violations of internationally accepted standards of worker rights.

The federation had requested in 1985 that Chile and nine other countries be dropped from the Generalized System of Preferences that allows 141 developing countries to export certain goods to the United States duty free. With the assistance of Chilean unions, the AFL-CIO detailed the continuing worker rights violations in that country.

In announcing the government's action, Deputy U.S. Trade Representative Alan F. Holmer cited Chile's crackdown in October on union activities, which resulted in the arrests of some 300 persons, calling it a "retrogression."

Among those arrested were the leaders of the National Workers Command, a coalition of 22 unions that is considered illegal by the military regime of Gen. Augusto Pinochet. The arrests came during a general strike called to demand restoration of labor rights that have been restricted since the military seized power in 1973.

The suspension of Chile from the GSP, to take effect in about two months, applies to such products as plywood, corn, fish, various fruits, sodium chloride and lithium compounds that account for roughly $60 million of the $800 million in products that Chile exports to the United States annually. Chile is the sixth country suspended from the GSP program—the fourth due to worker rights violations.

The Administration is legally required to suspend countries that violate worker rights from the program. Under the GSP program renewal in 1984, Congress incorporated a provision at the federation's request that requires countries to show improvements in worker rights, including freedom of association, right to organize and bargain collectively, setting of child labor laws and minimum standards for wages and hours.

The U.S. Trade Representative in 1985 began a two-year study of compliance. At that time, the AFL-CIO called for the suspension of Chile and nine other countries. On Jan. 2, 1987, the Administration ended GSP participation for Nicaragua and Romania, and suspended Paraguay because of its systematic violations of worker rights, but said it would review worker rights in Chile for another year.

Chile still maintains anti-strike laws that ban political strikes. Workers are allowed to join some unions and to strike on economic issues, but only on a company or plant basis, as industry-wide job actions are prohibited.

The trade representative's office said it is still reviewing worker rights in six other countries that are covered by the GSP: South Korea, Taiwan, Thailand, Turkey, Indonesia and the Central African Republic.

Senate panel clears ILO conventions

Continued from Page 1

Convention 144 through its participation in the regular ILO meetings held since the measure was adopted by the United Nations agency in 1976.

Kirkland endorsed the concern expressed by President Reagan when he submitted the two conventions to the Senate for ratification. Reagan wrote, "We are vulnerable to criticism when we seek to take others to task for failing to adhere to instruments we ourselves have not ratified."

In recommending approval of the two conventions, Kirkland expressed hope for breaking the logjam on ratification of other long-standing ILO conventions.

At that same hearing, Seafarers' testimony urged ratification of Convention 147, stressing that even minimal standards would provide protection "from unscrupulous shipowners who engage seafarers from countries with subsistence economies at very low wage rates."

Ratification of the maritime convention would be "a first step in a long journey" to eradicate crew abuse and lack of safety standards, the union said. The convention requires enforcement of maritime laws or regulations covering safety standards, including competency, hours of work and manning, along with standards for social security protections and shipboard conditions of employment and living arrangements for crew members.

Justice delayed . . . justice denied

Labor law frustrating unions

By Gene Zack

In the spring of 1978, it looked like a simple enough proposition. The 2,500 members of Seattle's Firstbank Employees Association wanted to affiliate with the Retail Clerks, one of the predecessor unions of the Food & Commercial Workers.

Almost ten years later, they're still waiting for recognition and the chance to sit down across the bargaining table with Seattle-First National Bank.

The decade-long struggle provides a compelling example of what UFCW President William H. Wynn described as the way "employers can manipulate labor laws to effectively deny workers their legal right to be represented by the union of their choosing."

The tale of frustration began in 1977 when the unaffiliated union—after seven years of representing the bank's employees—was unable to get management to agree to a new contract.

The bank proceeded to cancel the old contract and made wholesale changes in wages, benefits and working conditions, and the union filed unfair labor practice charges with the National Labor Relations Board.

The board ruled that Seattle-First had bargained in bad faith and ordered management to resume negotiations.

When management refused to go back to the bargaining table, members of the company union decided they needed added strength behind them and voted overwhelmingly in an NLRB-supervised election to affiliate with the Retail Clerks.

Ordered to bargain

Seattle-First refused to recognize the union as the official bargaining agent, claiming that nonunion employees should have been allowed to vote on affiliation. The labor board rejected management's argument in 1979 and ordered the bank to sit down and bargain with the Local 1182—which by this time had become a UFCW affiliate as a result of the RCIA merger with the Meat Cutters & Butcher Workmen.

The bank went to the 9th Circuit U.S. Court of Appeals to challenge the NLRB decision. But then a monkey wrench was thrown into the long and tortuous legal process: the Reagan Administration took over the reins of government and proceeded to pack the labor board with anti-union members.

The Reagan-dominated board promptly asked the court to send the case back to the NLRB so that it could "reconsider" its earlier decision on the validity of the affiliation vote. And in 1982, board members reversed the action of their predecessors, ruling that because nonunion employees weren't allowed to cast ballots, they had been denied "due process."

Local decertified

The board then went on to dismiss the unfair labor practice charges against the bank and withdrew its certification of Local 1182 as the bargaining agent. This time it was the union that appealed the decision to the 9th Circuit.

In 1984, by a 2-1 ruling, the court invalidated the NLRB's action, branding it "unjustified." The labor board's action, said the court, was "irrational and inconsistent with the National Labor Relations Act."

The court's decision was scathing. "The board's new rule violates the longstanding federal labor policy of avoiding unnecessary interference in internal union affairs," the majority declared, adding that the Reagan board was guilty of "unjustified intrusion" into union affairs.

Wynn hailed the circuit court's action as "a tremendous victory" for the 2,500 Seattle-First employees who "have been waiting a long time for justice." But his appeal to management to "sit down at the bargaining table and negotiate a fair contract with its employees" proved premature.

The bank, it developed, wasn't about to throw in the towel. Instead, both Seattle-First and the NLRB asked the Supreme Court to reverse the decision of the 9th Circuit.

In 1986, the high court in a unanimous decision rebuffed the NLRB's attempt to interfere in the way local unions conduct their own affairs. Writing for the unanimous court, Justice William Brennan ruled that the board "exceeded its statutory authority by requiring that nonunion employees be allowed to vote in the union's affiliation election."

Brennan branded the board's action as a move to give management "the power to veto an independent union's decision to affiliate, thereby allowing the employer to directly interfere with union decision-making."

Wynn said the decision was "a victory for sanity as much as it is a victory for the union," adding:

"It is a victory for the democratic process against the hypocritical position of the Reagan forces who claim to be opposed to government regulation at the same time they are proposing new regulations governing unions."

Sadly the case doesn't end there. Seattle-First—whose parent company, Seafirst Corp. was acquired by BankAmerica Corp. in 1983—didn't return to the bargaining table it left a decade earlier. Instead, it went back to the NLRB with a new argument.

Capitalizing on delays

So much time had passed since the affiliation election, the bank contended, that there's no proof the union still represents the majority of its employees and that, at a minimum, a new election must be ordered to resolve the "continuity" question.

How much longer the case will be stalled by legal maneuvering is anyone's guess. But Wynn summed up the dilemma the UFCW and other unions face this way:

"Instead of providing workers swift and sure justice, labor laws subject workers to a marathon obstacle course with survival becoming as important as winning."

IUE organizers crack a 'hard nut' at General Electric

Continued from Page 1

325 workers urging a vote for the union.

In other organizing victories, IUE won a lopsided 107-28 vote at Associated Grocery Warehouse in Atlanta on Dec. 17. And in November, it won a hard-fought campaign at Troxel Manufacturing Co. in Moscow, Tenn., by a 275-268 vote. There are 16 challenge votes, but "it looks favorable to go our way," Bywater said.

The three victories highlight a string of successful elections that have added 2,300 members to IUE since Oct. 1, IUE Organizing Director Archer Cole reported. The union's success "flies in the face of so-called experts who have been heralding labor's demise and proclaiming the unions' inability to organize in the South," Bywater said.

IUE furniture division Local 282 President Willie Rudd credited the local's organizing committee with providing leads and assistance that resulted in five successive wins in Tennessee, including Troxel.

Other IUE wins since Oct. 1 include a 199-144 vote at Athens Furniture in Athens, Tenn.; a 50-40 tally at Fiberglass, San Antonio, Tex., a 37-25 win at Langston Bag Co. in Memphis, Tenn.; and a 39-33 victory at Tafcor in Benton Harbor, Mich. Workers at Thermo-Twin in Oakmont, Pa., voted 17-5 for IUE, while those at Memphis Hardwood voted 12-0. In two units at Rhode Island Electronics in Providence, workers voted 20-1 and 10-0.

Service Employees win Texas nursing home vote

Houston—The Service Employees won bargaining rights for the staff of a 325-bed nursing home, the first such facility organized here in more than a decade, defeating a campaign run by a unionbuster.

The 284-member unit voted 141-120 for representation by SEIU Local 606.

Judy Graves, SEIU's Texas organizing director, credited the win at St. Anthony's Center to a "smart and tough organizing committee. They beat the management consultant's campaign at every turn." The geriatric and rehabilitation facility is affiliated with the Texas Medical Center.

Table grape boycott pressed by labor-consumer coalition

Fifteen national consumer, environmental and public health groups endorsed the Farm Workers boycott of California table grapes and called for a ban on five toxic pesticides used by growers.

Addressing a Washington press conference, consumer advocate Ralph Nader urged consumers to boycott fresh table grapes "both for our own health and to send a clear message to growers, national companies, grocery retailers and government officials that the reckless use of deadly poisons which threatens the health of farm workers and consumers will no longer be tolerated."

Nader said the coalition would ask 30 leading grocery chains for voluntary support of the UFW campaign.

Nonunion table grapes have been on the AFL-CIO's boycott list since 1985.

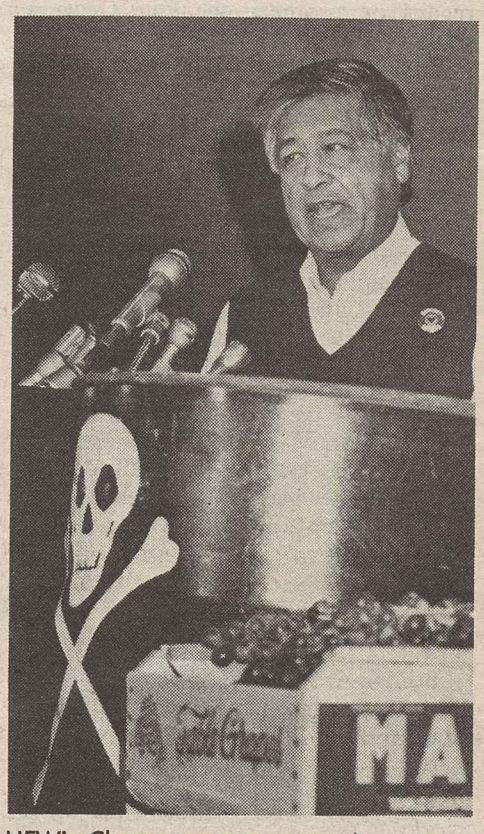
UFW President Cesar Chavez told reporters that the union's "Wrath of Grapes" boycott was launched to force California growers to stop spraying fields with hazardous chemicals. "The same pesticides which cause death and deformities among farm workers and their children are being eaten in grapes every day by consumers."

More than half of all acute pesticide-related illnesses reported in California involve grapes, the union said, pointing out that 8 million pounds of the pesticides are used each year in that state alone.

The pesticides targeted by the boycott are Captan, methyl bromide, Dinoseb, Parathion and Phosdrin. The Environmental Protection Agency views all five as potentially dangerous to farm workers.

Captan causes cancer and birth defects and methyl bromide is responsible for more job-related deaths in California than any other single pesticide. Dinoseb can produce birth defects and sterility. Parathion and Phosdrin are responsible for the majority of farm worker poisonings.

Since the boycott was called two years ago, support has grown. More than 1,000 unions, community organizations and political leaders have endorsed the UFW effort, Chavez said.



UFW's Chavez presses grape boycott.

Outlook bleak for economy in 1988

Continued from Page 1

with about 4.5 percent over the year just ended.

"In six of the current decade's eight years," Oswald noted, pay increases for nonsupervisory and production workers didn't keep up with inflation, and workers' buying power and income share eroded.

"Just to stay even with next year's expected advance in consumer prices, labor compensation must rise 4.3 percent. To avoid further declines in their share of total income, workers need an additional pay increment equal to productivity growth."

The Reagan Administration also acknowledged that the economy will slow down in 1988, but it was more optimistic than the consensus of private economists. Beryl Sprinkel, chairman of the President's Council of Economic Advisers, presented a revised projection that real GNP will expand by 2.4 percent over the year, down from the CEA's earlier projection of 3.5 percent growth for 1988 and well below the 3.7 percent rate expected for 1987. On that basis, the Administration's forecast is that the unemployment rate will "remain steady" at 5.8 percent over the coming year.

The Administration blamed its reduced expectations on tighter monetary policy by the Federal Reserve Board in the wake of the October stock market crash. But Oswald stressed that the stock market plunge "is but one of many forces" threatening to extinguish the economy's few remaining sources of growth.

Spending spree

"The crash wiped out over half a trillion dollars of household wealth and weakened consumer confidence," he observed. "Businesses, households and governments have enjoyed a debt-financed spending spree in recent years, and the required payments on the debt they've amassed limit the extent of future spending growth.

"The U.S. trade deficit has mushroomed and, in a few short years, the United States has moved from the world's largest net lender to its biggest net debtor. At the same time, many Third World countries have been unable to make the interest payments on the money they owe, let alone retire any of the principal."

Other factors and developments contributing to the economic outlook for 1988 include:

- An expected continuation of the current year's improvement in business investment and manufacturing employment and production. This is expected to outweigh a consumption slowdown caused by weak growth in real after-tax income and the need for consumers to start paying off debt.
- Weak car sales, reduced demand for home-related purchases and disappointing retail sales in general all increase the danger that the consumption slowdown will be worse than expected.
- The question of whether investment spending plans can be brought to fruition is raised in the wake of the stock market crash, which has led many corporations to buy back some of their own stock.

EDITORIALS

First Amendment Rights

THE FREE PRESS is flourishing in America as we mark the Constitution's Bicentennial; in this respect the First Amendment to the Constitution continues to pay incalculable social dividends.

No country has shown a greater allegiance to a wider interchange of unfettered and uninhibited opinion, conjecture, information than the United States today. That is all to the good. The right to think for oneself and to speak the truth as one sees it is an essential precondition to reaching our full potential as individuals within our society.

James Madison, in arguing against the Sedition Act of 1798, stated:

"It is manifestly impossible to punish the intent to bring those who administer the government into disrepute or contempt, without striking at the right of freely discussing public characters and measures;—nor can there be a doubt . . . that a government thus entrenched in penal statutes against the just and natural effects of a culpable administration, will easily evade the responsibility which is essential to a faithful discharge of its duty."

For that reason, Madison said that a vigorous, contentious press serves its function in assuring that "the people, not the government, possess the absolute sovereignty." In this, as in many other respects, history has proved Madison right.

UNFORTUNATELY, the freedoms of assembly and association—what we trade unionists call our part of the First Amendment—are not in equal favor.

These rights of freedom of assembly and association are, in the main, the redoubt of the great numbers of average citizens. The petition of redress of grievances, the protest march, the mass meeting, the picket line and the concerted refusal to work are the methods by which those without great means or special access to government officials or their fellow citizens make their voices heard.

These associational rights are, therefore, a particular force in furthering the demands for justice and equality of working people, of women and minorities—of all those who in one regard or another, at one time or another, are relegated to a secondary status.

The promising beginning during which the Constitution was read to grant protections as broad as those enjoyed by the institutional press to pamphleteers, pickets and protest marchers has not been sustained.

Today, the constitutional law facing the individuals who don't own a newspaper or television station and who nonetheless want to make their voice heard consists of increasingly restrictive "time, place and manner" tests and of hypertechnical distinctions concerning access to "traditional public forums," to "public forums by government designation" and to "non public forums."

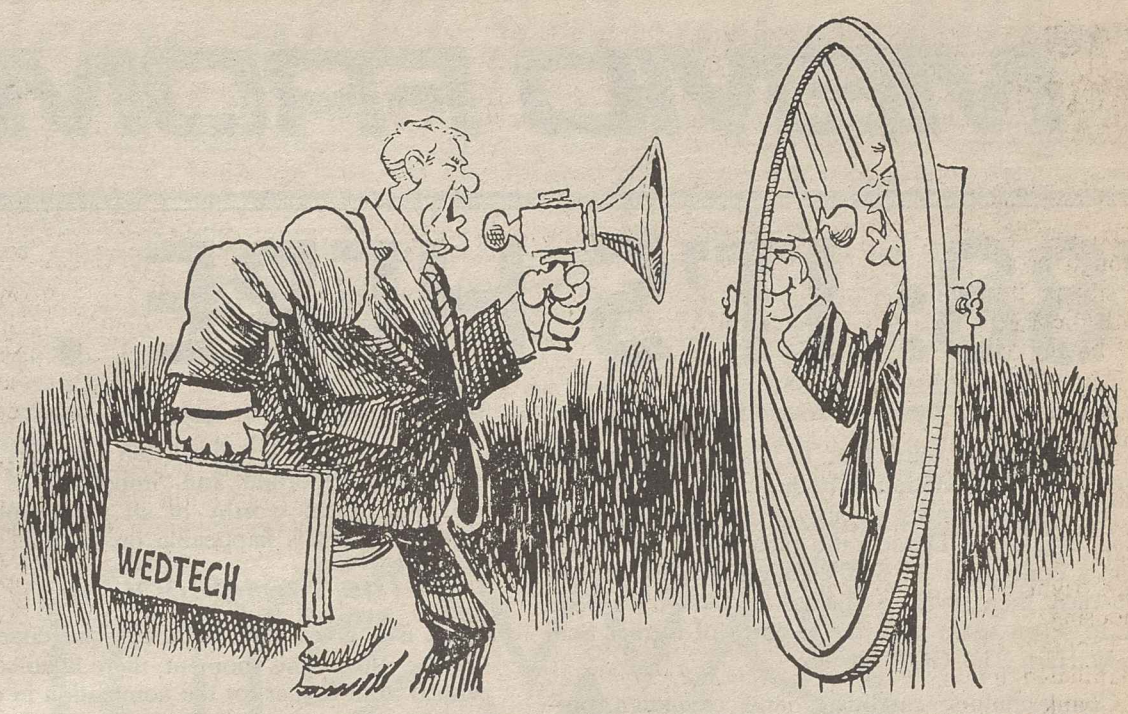
FREEDOM OF SPEECH and of the press are the special concern of various elites which have the means and the desire to protect their prerogatives; they have access to, or they own, the ink.

This intellectual community, which joins with the labor movement in protecting and advancing free speech rights generally, has, it appears to me, by and large, politely disengaged itself when the cause is the right to associate to challenge the status quo.

Somehow forgotten is the basic truth that association rights, no less than the rights of speech of the press, are the very wellspring of democracy.

Against the background, I take particular pride in the labor movement's day-in, day-out efforts to build organizations of working people dedicated to expressing their needs and aspirations. That hard and rewarding work gives practical meaning to the First Amendment's noble objectives.

—AFL-CIO President Lane Kirkland in marking the continuing 200th anniversary of the U.S. Constitution.



"THIS IS ATTORNEY GENERAL ED MEESE!... I KNOW I'M IN HERE!... I'VE GOT ME SURROUNDED!... IF I DON'T COME OUT WITH MY HANDS UP I'M COMING IN AFTER ME!"

Marlette in the Atlanta Constitution

Washington Window

Supply-side beneficiaries should pay the deficit tab

By Press Associates

When the stock market crashed in October, many observers proclaimed the death of Reaganomics.

After years of blissfully ignoring record-breaking budget and trade deficits, the high-flying markets finally came down to reality. "The party is over," pundits wrote.

To help prevent financial panic from turning into economic collapse, President Reagan and congressional leaders sat down to work out their differences over how to cut the federal deficit.

But the budget compromise that resulted showed that Reaganomics is bloodied, but still unbowed.

The debate over budget reduction "has been confused by the simplistic notion that Americans have been consuming 'too much,' " writes Jeff Faux, president of the Economic Policy Institute, a labor-backed research organization. Faux's recent EPI briefing paper is titled, "Reducing the Deficits: Send the Bill to Those Who Went to the Party."

Supply-side results

Beginning in 1981, when Reagan took office, tax cuts skewed to the rich and corporations were enacted with the "supply-side" notion that they would spur a savings, investment and economic growth boom which would balance the budget. Instead, investment and growth in the past seven years have lagged behind even the lackluster 1970s, personal savings hit a post-depression low, and rivers of red ink have swelled into an ocean of debt.

Meanwhile, "the party years of the 1980s" have been marked by increased inequality of family incomes, Faux notes. Families in the lower 60 percent of income distribution lost ground between 1979 and 1986, while real incomes of the upper 40 percent grew. Within this 40 percent, the upper 20 percent and the richest 5 percent benefitted most.

Faux sternly warns against trying to solve the economic crisis caused by Reaganomics "through a strategy that repeats its basic assumptions." To avoid a recession or worse in the short run, Faux says, "The deficit must be reduced in a way that does not undermine the basic consumer purchasing power that has driven the little economic growth that we have had."

Corrective measures

He suggests that hefty deficit cuts could be achieved by maintaining the income tax rates for upper income groups at 1987 levels, freezing military spending in current dollars for the next three years, and taxing economically counterproductive financial activity.

On this score, he proposes curbing the tax benefits for corporate acquisitions and hostile takeovers, and a tax on short-term capital gains from buying and selling stocks and bonds.

In the long run, Faux says the need is to work on repairing the "structural damage done to the American economy by policies that have made us the largest debtor nation in the world."

Repairing the damage, he writes, will require a long-range strategy for increasing U.S. economic competitiveness through sensible trade and industrial policies; expanded public investment in human and physical resources; restructuring Third World debt so that developing nations can once again import capital goods from the U.S. to support growth both here and there, and new agreement with other industrial nations like Germany and Japan to help sustain global demand for goods and services.

As the nation begins "the task of getting our economic house in order, we should be skeptical of clean-up suggestions from Wall Street that call for other Americans to make additional sacrifices in order to bolster their shaken confidence," Faux argues.

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MEMO FROM COPE

'88: IT'S HERE . . . presidential race tops election year

So here it is, the start of another election year.

The calendar start, that is. Candidates for the presidential nomination in both parties have been at it for many months already. . .and before 1988 even began, the Democratic race had more twists than a corkscrew. At first, eight candidates were in the race, then seven, and then six. Now, it's back up to seven again with the re-entry of former Sen. Gary Hart. The GOP has six.

Commentators, candidates and campaign professionals grope for a succinct description of the year ahead and the possible consequences of the Nov. 8 elections. Some dig out that old workhorse "watershed year." Others suggest that it's a year for new priorities." Reagan supporters urge "let's keep a good thing going." Anti-Administration folks counter "let's turn it around." Some hint the future of the universe is at stake, or at least our galaxy.

Nobody disputes that 1988 elections are important, very important, and "important" is big enough to make them worthy of all the attention they're getting. A lot is happening on a lot of fronts:

• The Presidency

It is a given that standings can change without notice. But at this moment, there is no solidly established front-runner for the nomination in either party.

Presidential nominating races are likened to marathons, and indeed that's what they are. A large field starts out all bunched up, but at certain check-points—as in a marathon—the field begins to take on definition. The first check-points are critical: Iowa caucuses and the New Hampshire primaries in February and the blockbuster Mar. 8 Super Tuesday in 20 southern, Sun Belt and border states. That should shake 'em out.

If the fields are substantially narrowed, it should end, too, the carping and whining going on about the "uninspiring" choice voters are being offered. There will be fewer candidates to examine and listen to, and those who remain in the running will take a sharper image in the public eye.

Besides, the complaints are ill-founded and unfair. Every one of those going for nomination is a person of substance and achievement. This doesn't mean you have to agree with them, but it's off base to deny any of them the respect they've earned in the political, business—or other—arena.

• The U.S. Senate

As it was in 1986, the Senate again is a major battleground. The Democrats, who took control of it in 1986 elections, want to keep control—maybe even pick up a couple more seats. The GOP wants the Senate back.

It's now 54-46 for the Democrats, whose big gains in 1986 wiped out the 53-47 GOP edge. If arithmetic plays favorites, the GOP has an advantage going into November. Of the 33 seats being contested, Democrats defend 18, Republicans 15.

Six incumbents already have announced they won't seek re-election, three in each party. How—or if—this will affect the over-all Senate results is a question. There might be a little shifting around—a Democrat for a Republican here, vice versa there—but right now it looks like those six states will wind up again three-and-three.

In addition, each party has its share of marginal incumbents who could be toppled. However, there's unlikely to be any broad switch similar to 1986, one of whose great benefits was a real pruning among the ranks of the ultra-conservatives.

• The U.S. House

The present division in the House is 258-177 for the Democrats. Few observers expect the balance to shift radically in either direction, except in the case of a mighty presidential landslide, and nobody's anticipating that right now.

Already suffering an 81-seat deficit, Republicans can at least be consoled that there isn't even elbow room for substantial Democratic gains. What they still hold is theirs almost by divine right.

As usual, whatever House switches occur most likely would come in those districts that are marginal for one or another reason—winning percentage of 55 or less in 1986, retirement of an incumbent, changing demographics.

The most clearly identifiable as potentially marginal this early in the game are those settled in 1986 by a narrow or fairly narrow vote. There are 47 districts in which the winner's total of the vote then was 55 percent or less. They are split as evenly as they can be—24 are GOP-held, 23 Democratic.

• The States

Both parties are jockeying for the best possible showing in 1988 state legislative balloting to bolster their strength going into 1990 elections. Who controls the legislatures going into 1991 gets to do some free-hand drawing in revising political maps based on demographic changes that show up in the 1990 National Census. U.S. House and state house and senate districts will be rearranged, as they are after every Census.

And this rearrangement to a large degree will shape the program—and affect the results of proposals—in both the state and national legislatures until after the Census of 2000 A.D.

Going into this election year, Democrats control both houses of the legislature in 28 states, Republicans in nine, and in 12 control is split (Nebraska's technically non-partisan unicameral legislature actually contains a majority of Republicans).

To top off all the rest, gubernatorial races are scheduled in 12 states. Nationally, Democrats now hold 26, Republicans 24 governorships.

U.S. SENATE ELECTIONS

(Present balance: D 54, R 46. Up this year: D 18, R 15)

State	Incumbent Senator	Party	Winning % 1982	AFL-CIO 'Right' Voting % (cumulative)
Arizona	Dennis DeConcini	D	57	61
California	Pete Wilson	R	52	8
Connecticut	Lowell Weicker	R	50	64
Delaware	William Roth	R	55	18
Florida	Lawton Chiles*	D	62	53
Hawaii	Spark Matsunaga	D	80	84
Indiana	Richard Lugar	R	54	10
Massachusetts	Edward Kennedy	D	61	93
Maryland	Paul Sarbanes	D	64	98
Maine	George Mitchell	D	61	86
Michigan	Don Riegle	D	58	94
Minnesota	David Durenberger	R	53	41
Missouri	John Danforth	R	51	28
Mississippi	John Stennis*	D	64	30
Montana	John Melcher	D	55	82
North Dakota	Quentin Burdick	D	63	85
Nebraska	David Karnes	R	(Appointed)	—
New Jersey	Frank Lautenberg	D	51	95
New Mexico	Jeff Bingaman	D	54	84
Nevada	Chic Hecht	R	50	3
New York	Daniel P. Moynihan	D	65	91
Ohio	Howard Metzenbaum	D	57	94
Pennsylvania	John Heinz	R	59	63
Rhode Island	John Chafee	R	51	45
Tennessee	James Sasser	D	62	79
Texas	Lloyd Bentsen	D	59	50
Utah	Orrin Hatch	R	58	11
Virginia	Paul Trible*	R	51	11
Vermont	Robert Stafford*	R	50	57
Washington	Daniel Evans*	R	55	21
Wisconsin	William Proxmire*	D	64	66
West Virginia	Robert Byrd	D	69	72
Wyoming	Malcolm Wallop	R	53	8

** Not seeking re-election*

Violets Are Blue . . . Roses Are Red . . . If You Don't Vote, You Got Rocks in Your Head

Well, maybe that's a bit strong.

If you don't vote, it doesn't really mean you got rocks in your head.

If you don't want to vote, don't vote. Nobody's gonna twist your arm. Feel guilt, instead.

One of the neat things about democracy is that you can refrain.

One of the neater things is you can participate.

And when you participate, you can be decisive.

Proof? Look at the chart of 1988 Senate races elsewhere on this page. It shows the winning percentage of this year's crop of incumbents when they last ran in 1982.

In California, it was 52 percent. In Connecticut, 50. In Minnesota, it was 53 and in Missouri, 51. In New Jersey, 51 percent won it, in Nevada, 50, and in Rhode Island and Virginia, 51, and Vermont, 50.

As is mentioned in the article at the top of the page, 47 U.S. House races were settled by 55 percent or less two years ago, 24 of them Republican, 23 Democratic. In four of them, the winner actually got *less than* 50 percent (they were three-way contests). Others were won by real skinny percentages like 50 flat, 50.2, 50.4, 50.7, 51 flat.

More than half of them, 26, were settled by a winning percentage of 52 or less. Several of them were decided by fewer than 100 votes out of some 120,000 votes cast.

All of which argues it's better to participate than to refrain. *Your* vote counts. *One* vote counts.

Register and Vote

Kirkland assails release of El Salvador killers

AFL-CIO President Lane Kirkland called on the U.S. government to cut off military aid to El Salvador "until the judicial system of El Salvador is reformed and brings justice to the convicted murderers of AFL-CIO representatives Michael Hammer and Mark Pearlman and Salvadoran labor leader Jose Rodolfo Viera."

"The release of the convicted murderers gives right-wing death squads an open door to resume their deadly activities without fear of being brought to justice," Kirkland said in a Jan. 7 statement.

"Under the recently enacted amnesty laws intended to bring peace to the Central American region, those convicted of murdering Hammer, Pearlman and Viera were released under a Dec. 19, 1987, court decision which held that the cold-blooded crime was "politically motivated" and therefore exempt from punishment.

Kirkland's statement came in the wake of an analysis by the Salvadoran campesinos union expressing fear that "the few members of the death squads that were detained in the Marione Prison" will now "return to their deadly activities."

The court's interpretation of the amnesty decreed by the El Salvadornan government, Kirkland noted "is so broad that it is benefitting those who have systematically violated the human rights of Salvadorans."

The AFL-CIO has repeatedly called for democratic changes in El Salvador's judicial system and for justice in the Hammer-Pearlman-Viera murder case. The AFL-CIO's American Institute for Free Labor Development estimates that American taxpayers provide about $750 million a year in aid to El Salvador.

Hammer and Pearlman were AIFLD staff members and Viera, an official of the campesino union, then headed the government's land reform efforts when they were gunned down in a hotel coffee shop on Jan. 3, 1981.

The military aid, which Kirkland said should be held up immediately by Administration action, amounts to about 20 percent of total U.S. aid sent to El Salvador, AIFLD said.

The federation's October 1987 convention insisted that "U.S. military assistance to El Salvador be conditioned on improve-

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AFL-CIO news

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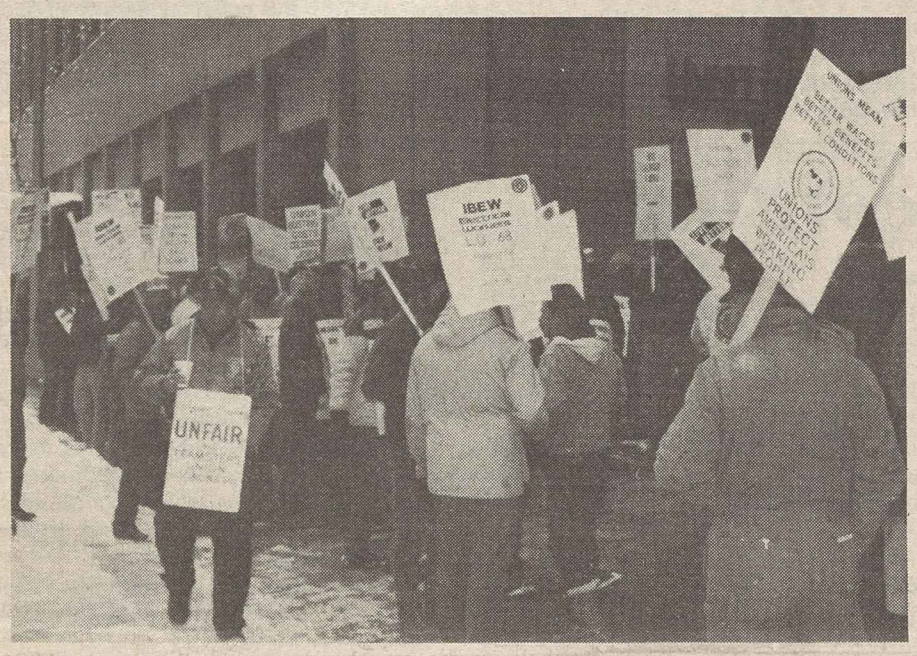

Few bosses skip cross picket line for $700 lesson in union-busting

Denver—Union members marched to protest a "de-unionization" seminar staged by anti-union hustler Francis T. Coleman.

More than 250 trade unionists representing 20 labor organizations picketed a downtown hotel where Coleman was leading a two-day course on "the possibilities and problems of terminating union representation."

For a mere $700, bosses could pick up the latest how-to-do-it schemes to thwart union organizing drives in hopes of overturning representation elections. They also received a copy of a Coleman publication, "The Deunionizing Handbook," which contends that "unions are not necessarily good for all the people all the time"—particularly bosses.

But employer attendance at Coleman's workshops was sparse, said AFL-CIO Regional Director Steve Bieringer, who noted that union members demonstrated for several hours on the opening day of the union-busting program.

Coleman is the former general counsel for Master Printers of America, the anti-union trade association that conducts deunionization campaigns for printing firms. Coleman also served on the board of the anti-union Center for National Labor Policy, which funded a small group of workers seeking to thwart the successful organizing drive at J.P. Stevens & Co. by the Clothing & Textile Workers.

At a union-busting seminar held last year in Williamsburg, Va., Coleman outlined some of the tactics he recommends to bosses trying to stop a union organizing drive or "de-unionize" the workplace. These include advice on how to package slick anti-union information campaigns and ways to circumvent the National Labor Relations Act and set up nonunion satellite plants, then shifting work from the unionized facilities.

Labor's priorities top agenda in Congress

Key measures advance in first session

By David L. Perlman

Labor-sought legislation will be high on the unfinished business agenda when the second session of the 100th Congress opens on Jan. 25.

Some measures have already passed both the House and Senate, but with differences that need to be resolved in conference. Trade reform is in this category; so is legislation needed to protect retired workers from loss of health and life insurance coverage if their former employer files for bankruptcy.

Other bills made it halfway through the legislative process during the 1987 session, such as House-passed measures to curb the use of polygraph devices by employers, Hatch Act changes and a ban on double-breasting by construction contractors.

Some labor-sought bills which haven't gotten beyond the committee stage are still considered prime candidates for congressional action in the second session. A long-overdue minimum wage increase and repair of court-damaged civil rights laws are in that category.

And because budgets and appropriations must be acted on each year, many of the battles of the 1988 session will be reruns of last year.

During the 1987 session, the AFL-CIO's grassroots lobbying program was mobilized to prevent potentially harmful action as well as to advance trade union legislative goals. In that category, a notable success was the Senate's rejection of Judge Robert H. Bork to fill a pivotal Supreme Court vacancy.

These are some of the still-pending issues Congress will face in the 1988 session:

Trade—Both the House and Senate responded to the nation's job-destroying and still growing trade deficit by passing bills that could bring imports and exports into closer balance.

The House bill includes stronger measures to retaliate against unfair trade policies of other countries; the Senate bill includes a labor-supported provision requiring firms with 100 or more workers to give at least 60 days notice of plant closings. The White House has warned of a presidential veto unless the final version is stripped of its most effective provisions.

Continued on Page 4

Reagan bats 2 for 16 on Capitol Hill

Congress sided with President Reagan on only two of 16 key votes during 1987, Congressional Quarterly magazine reported.

The 12.5-percent success rate was by far the lowest of his Administration. Reagan achieved an 87-percent rating in his first year of office and had a 65-percent success rate in 1986.

But the 100th Congress, the first in the Reagan Administration with a Democratic majority in the Senate, began with two crushing rejections of Reagan policies.

Reagan vetoed two of the first bills passed by Congress—a renewal of the Clean Water Act and reauthorization of highway construction and mass transit funds. Both the House and Senate mustered the two-thirds majorities to override the vetoes.

Other setbacks to the President's position noted in the key vote analysis included the trade bills passed in both the House and Senate, as well as the Senate's rejection of Robert H. Bork's appointment to the Supreme Court.

Congressional Quarterly's conclusion was that the votes reflected "a dramatic shift in the balance of power in Washington." The matchup was between "a weakened president and an emboldened Congress."

OMB policy dooms grain workers

By Arlee C. Green

A decade-long push for a strong federal standard to prevent explosions in grain-handling facilities was seriously damaged by a blast from the White House Office of Management & Budget, unions involved in the rulemaking effort charged.

"OMB officials will have the responsibility for any future deaths," warned Grain Millers Safety Director Joel Carr. "The headstones will rest squarely at their feet." He said that workers are the ones who suffer when "we have a bunch of economists writing job safety standards" for the Occupational Safety & Health Administration.

President Robert F. Harbrant of the AFL-CIO Food & Allied Service Trades Dept. called the new OSHA standard "seriously, and potentially fatally, flawed" because it "will exempt all 23,000 elevators and mills from strict dust control regulations."

Deadly dust

The Government Employees said the standard is "weak especially in its housekeeping provisions for requiring measures of a 1/8 inch action level in only so-called priority areas." AFGE Safety Director Lana Katz noted that the union represents more than 1,000 grain inspectors. Two grain elevator explosions in late 1977 killed 50 workers, including 13 grain inspectors.

In the past decade, there have been 190 explosions in grain facilities that left 59 workers dead and 317 seriously injured. Key to eliminating explosions in grain elevators and mills is the reduction of grain dust, which pound for pound is as explosive as TNT. In 1982, the National Academy of Sciences recommended that grain dust be limited to a maximum of 1/64 of an inch.

OSHA's original proposal of a one-eighth inch limit throughout all grain facilities was watered down at OMB's insistence to make one-eighth of an inch an action level at which dust must be removed. But it also gives employers an alternative to

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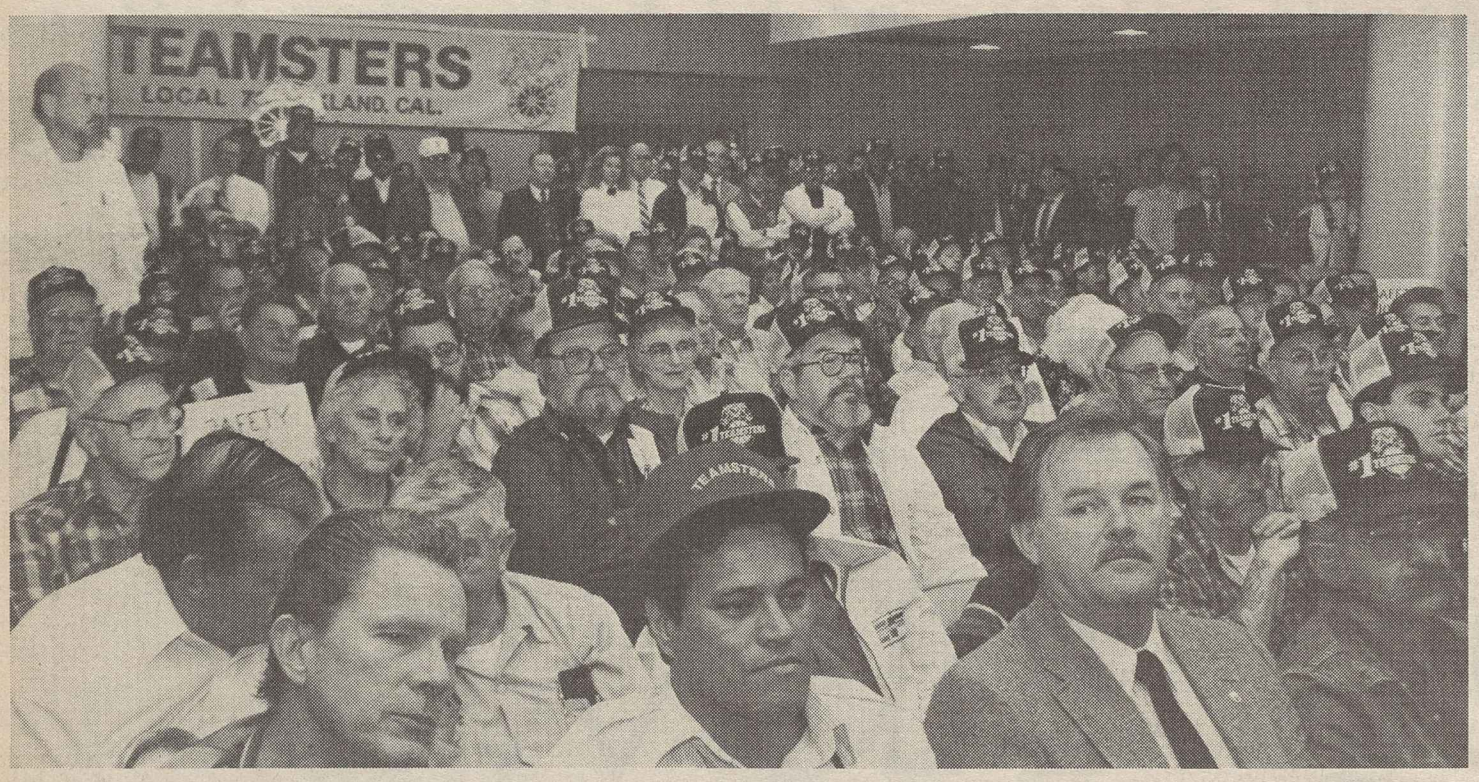

On a roll

Teamsters crowd hearing of the California Senate's Committee on Energy & Public Utilities. The committee is examining the impact of deregulation on the trucking industry and on highway safety. President Chuck Mack of Teamsters Joint Council 7 testified on behalf of unionized truckers. He was joined by State AFL-CIO Executive Sec.-Treas. John F. Henning and President Jim Quillen of the California Council of Machinists.

Attacks on Solidarnosc continue despite Polish regime's 'amnesty'

Despite the much ballyhooed "amnesty" program that it instituted 15 months ago, Poland's military regime continues to wield a heavy hand against supporters of Solidarnosc—recognized as the only legitimate voice of Poland's 10 million workers.

According to a study by the New York-based, labor-backed Committee in Support of Solidarity, three Polish union members died at the hands of soldiers and police in the 12-month period since the "amnesty" program went into effect in September 1986, and more than 800 others have been subjected to "continued repression."

The report documents the cases of Solidarnosc members and leaders who have been detained, imprisoned, fined, beaten, subjected to other cruel and unusual punishment, harassed by police, dismissed from their jobs or denied employment because of their support for free trade unionism.

According to the study, one individual was detained no fewer than seven times in the 12-month period, fined three times and searched on numerous occasions.

The 1986 "amnesty" was supposed to bring an end to the crackdown on Solidarnosc—hostilities that began with the imposition of martial law by Gen. Jaruzelski's military regime in December 1981. Although most political prisoners were released, 30 remain in custody, including union leaders Adam Michnik, Zbigniew Bukack and Wladyslaw Frasyniuk.

And while most of the Solidarnosc leaders were released from prison, they have been constantly followed by security police, and members of their families have been harassed.

The ink was barely dry on the "amnesty" declaration when the military regime made it clear that its hostility to free trade unionism would continue.

Within a matter of days, more than 3,000 people were summoned to the Office of Internal Affairs where they were threatened with imprisonment if they continued their activities in support of Solidarnosc or any other independent group.

Crackdown authority

In addition to these "warning conversations," the government broadened the scope of its "petty offense tribunals" to include jurisdiction over offenses related to trade union activity, public assemblies, or the publication or distribution of independently published newspapers or books.

People brought before these tribunals —presided over by retired policemen or civil servants with no legal experience —aren't told the charges against them until they appear in court, have only limited recourse to legal counsel, and are denied the right to face their accusers.

To facilitate the crackdown, the Polish parliament broadened the jurisdiction of these tribunals, greatly increased the penalties that they could impose, and granted them extensive power to set fines and confiscate property.

The average fine is equivalent to nearly three months' normal wages and when Solidarnosc members either cannot or will not pay the fine, they're thrown into jail.

When the court confiscates property, it most often is the union member's car. That's a particularly harsh sentence for Poles, the study emphasized, because automobiles not only represent several years' salary but cannot be replaced. Other property confiscated by the tribunals in their first year of operation included typewriters, paper, books and publications.

The report documenting the repression of members of the Solidarnosc movement was compiled from a variety of sources, including the Helsinki Committee in Poland, independent Solidarnosc publications, the western press and the official Polish government and party press.

Although the report is studded with case histories of government abuse of unionists, committee President Irena Lasota said there was a upbeat side to the picture—"the continued dedication and courage of Polish society to oppose government policies and to act independently" of the communist police state.

OMB blasts safety standard on cutting grain dust hazard

Continued from Page 1

cleanup, such as wetting down grain dust, if it provides "equivalent protection," OSHA said.

"This is a decision of political expedience," Harbrant charged, "rather than consideration for the safety and health of this nation's 200,000 grain elevator and mill workers." The tragedy of the new standard, he added, is "that it is so vague and unenforceable, workers may have to wait another ten years until court battles determine what the standard requires."

Harbrant charged that "OSHA bowed to pressure from the OMB and exempted all elevators and mills from wall-to-wall dust control." The standard was delayed for four years while OMB and OSHA argued whether explosions were preventable, Harbrant said, calling the delay "unconscionable." It brings "little comfort to the families and coworkers of the 16 workers killed and 74 seriously injured waiting for OSHA to protect them," he said.

The Washington-based National Grain & Feed Association has already filed suit in the 5th Circuit U.S. Court of Appeals in New Orleans to block the standard's implementation.

The standard sets "priority housekeeping areas for grain elevators" that are near known ignition sources. Harbrant declared that "limiting the strict dust control requirement to only part of an elevator is analogous to claiming that a spark from a kitchen stove will only ignite gasoline near the refrigerator, not near the sink."

OSHA Administrator John A. Pendergrass said that the agency's standard will "provide maximum flexibility for employers in limiting dust accumulations and controlling ignition sources."

Under the standard, employers will be required to develop emergency action plans, provide means of emergency escape from tunnels and galleries and train employees to deal with potential hazards. The requirement for a permit system for confined spaces and hot welding was also weakened, according to Carr, as permits won't be required if the "permit authorizer is present," or "on site."

Guidelines set for VDT use in New York

Albany, N.Y.—State agencies are beginning a two-year effort to improve working conditions for more than 10,000 video display terminal operators under a contract provision negotiated by the Civil Service Employees Association—AFSCME Local 1000.

The state's guidelines—drafted by a labor-management committee—were issued under the terms of the three-year collective bargaining agreement that expires next year.

The policy requires state agencies to address the problems and concerns of workers who use VDTs—including glare, work station design, occupational stress, noise and illumination.

James L. Corcoran, safety and health director for the AFSCME local, said the state government's policy included all of the committee's recommendation but did not address the potential hazard of radiation, nor did it require government-paid eye examinations and glasses for VDT operators.

Deeper concerns

The policy sidestepped concerns about radiation exposure, declaring "there is presently no conclusive scientific data to support" the union's push for protective equipment and devices.

Corcoran said one of the biggest benefits of the new policy is that all state agencies now must adopt programs and guidelines to improve working conditions.

The new policy calls for:

- Work stations to be designed to meet the specific needs of a VDT operator, including adjustable tables and chairs and proper positioning of equipment to reduce physical stress.
- Reduced noise and controlled temperature and humidity in offices to reduce occupational stress.
- Special lighting to reduce eyestrain and glare. Other improvements to reduce glare can include the use of screens and hoods and covering windows with proper shades.
- Breaks and alternative work assignments for VDT operators.
- Training for workers and supervisors on ergonomic design and the safe use of VDTs.

The state government also released a separate policy on personal protective equipment that requires all employees exposed to workplace hazards and injuries to be provided with the necessary protective gear.

This equipment ranges from reflector vests for transportation workers to lifelines and safety nets for persons working above ground.

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Job loss grows as dumping continues

Relief for workers thwarted by delays, lax enforcement

Unfair trading practices against the United States and a slow response by government agencies charged with investigating such complaints are jeopardizing the jobs of thousands of U.S. manufacturing workers, the AFL-CIO said.

Anti-dumping legislation enables federal officials to impose additional charges and duties against foreign companies and countries that sell goods in the United States at prices below the cost of production or below the selling price in their home markets. By December 1987, the ITC had issued 29 complaints against 23 countries. In 1986, 29 anti-dumping rulings were issued.

But the route to trade relief for American workers and industries is a long and difficult one, with government investigations of dumping charges taking anywhere from ten months to several years, federation economist Mark Anderson pointed out. Meanwhile, the number of workers in U.S. manufacturing industries continues to decline.

In 1984, for example, the Commerce Dept. ruled that Korean and Taiwanese manufacturers had been dumping color television sets in the United States. Following that ruling, however, foreign firms began shipping television parts and picture tubes to the United States for limited assembly, undercutting U.S. production and wiping out jobs.

TV tubes

Four AFL-CIO unions and the Industrial Union Dept. filed a new complaint in November 1986 charging that Korea, Japan, Singapore and Canada were then dumping the color picture tubes—selling them in the United States at prices as much as 33 percent below selling prices in their home countries.

That complaint finally was resolved last month, when the ITC ruled that the U.S. television industry had been "materially injured" by the dumping and ordered additional tariffs on the imported tubes.

In testimony before the ITC last November, Electronic Workers President William H. Bywater recalled that the IUE had complained of Japanese dumping of color television sets as early as 1968. Although the Commerce Dept. determined that dumping had occurred and the ITC found that the U.S. industry was harmed, "no effort was made by the government to enforce those findings," Bywater noted.

The IUE estimated that $600 million in tariffs and penalties should have been collected from Japanese manufacturers. However, in 1980, the Commerce Dept. settled the case for just $60 million, or 10 cents on the dollar, Bywater pointed out.

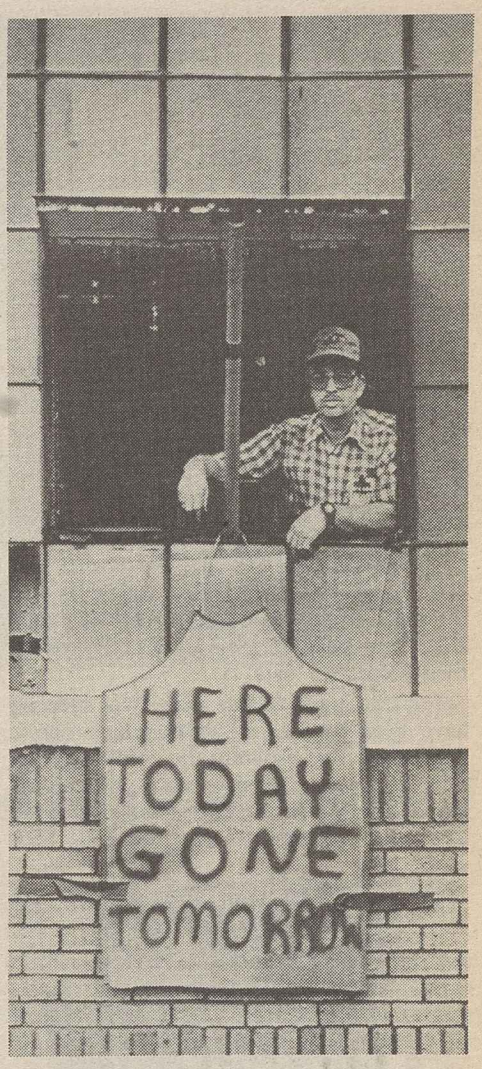
Other dumping charges filed in 1987 included a complaint against five Japanese forklift manufacturers brought by the Machinists and the Allied Industrial Workers. The Commerce Dept. issued a preliminary ruling against the manufacturers, but the ITC has not made a final determination or set any penalties.

Steel imports

Another sector hit hard by dumping and other unfair trade practices is the steel industry, where a system of voluntary restraints on steel imports was adopted several years ago in response to a staggering number of dumping cases, Anderson recalled.

He noted that more than a dozen products from three continents were dumped in the United States last year—including flowers, fertilizers, pipe fittings, frozen orange juice, cookware, aspirin, fabric and other goods. Countries involved in the unfair trade practice included Britain, Belgium, France, Israel, Italy, Sweden, Turkey, East and West Germany, Hungary, Romania, Yugoslavia and the Soviet Union.

Asian nations found to have dumped products in the United States were China, Japan, Korea, Taiwan and Thailand, while Latin American countries included Brazil, Chile, Costa Rica, Ecuador and Mexico.



Final shutdown

As General Motors' giant Fisher body plant in Flint, Mich., was shut down Dec. 10, Arlie Morgan of the Auto Workers posted a farewell message. The banner is reminiscent of those that hung from the plant windows during the UAW's sit-down strikes of 1936-37. A variety of services and benefits is available to the 3,000 laid-off UAW members, including retraining, relocation and career counseling, and early retirement. Meanwhile, a planned layoff of 850 workers at a GM plant in Lansing was averted by job sharing in which half of the workforce of 4,300 works two weeks, then switches with those on layoff.

Pension insurance bill flawed by variable premium device

Congress shored up the funding of the pension insurance program as part of the budget reconciliation bill it adopted before adjournment, but unions are concerned that the remedy may be self-defeating.

The legislation, which affects only single-employer pension plans, raises the basic federal insurance premium for all employers from $8.50 a year for each person covered to $16. But plans that are considered underfunded will be required to pay an additional premium that could raise their total cost to $50 per participant.

As labor sees it, the Catch-22 in the variable premium plan is that smokestack industries which have taken the brunt of import battering and are struggling to stay solvent are most likely to be hit with huge additional costs.

Adding heavily to the burden is a new provision that reduces the maximum period for amortizing a pension plan's liabilities from 30 to 18 years. The severity of the speedup Congress enacted will make it more difficult to provide periodic improvements in benefits for active and retired workers, even in more solvent programs.

A major deficiency in the legislation was the failure to deal with raids on pension funds by employers who terminate plans in order to capture so-called "excess" assets—the money that is left after the purchase of annuities sufficient to assure payment of benefits already earned to employees and pensioners.

That remains a major labor objective for the second session of Congress.

The pension changes were a patchwork compromise of separate proposals by two Senate committees, Finance and Labor & Human Resources, and their House counterparts, the Ways & Means and Education & Labor Committees. All had been under budget resolution directives to restore the solvency of the Pension Benefit Guaranty Corp., which incurred heavy liabilities from the termination of the pension plan of the bankrupt LTV Corp.

Stability threatened

Unions supported a faster funding of pension obligations but considered the speedup required under the new legislation excessive and hazardous to the stability of the pension system.

They also supported the position of the congressional labor committees that the insurance premium be raised the same amount for all plans, rather than the variable premium device that puts the biggest burden on plans least able to pay.

Both the House and Senate labor committees had proposed that employers who terminate pension plans be required to share any excess with both active workers and retirees, since pension plan contributions are generally considered a tradeoff for wage gains or other employment benefits.

For a time it appeared that such a provision would be included in the reconciliation bill, but it didn't survive the final drafting session.

The reconciliation process is the often controversial shortcut Congress takes to reach budget targets through substantive changes in laws as well as in appropriations levels. The proposals from various congressional committees are wrapped into a single package for final approval by the House and Senate.

Unions in funding plan to upgrade hotel units

Hollywood, Fla.—Six union pension funds and the Union Labor Life Insurance Co. will provide a $44 million refinancing package for the upgrading of the Diplomat Resort & Country Club, the site of numerous conventions of AFL-CIO affiliates.

Renovations on the hotel complex, to begin immediately, will center on room and banquet facilities and all mechanical systems, ULLICO President Daniel E. Sullivan said. A second phase objective will be construction of a new beachfront tower.

Participating in the funding are the Ironworkers, Laborers, Sheet Metal Workers, Bakery, Confectionery & Tobacco Workers, the Painters' national pension fund and the Painters' local union and district council pension fund.

U.S.-Canadian trade scheme hits workers in both nations

The labor movements of the United States and Canada sharply denounced the trade agreement signed by President Reagan and Prime Minister Brian Mulroney, charging it would perpetuate "significant inequities" in trading between the two countries.

The AFL-CIO faulted the pact for failing to address the sharp differential in currency exchange rates between the two countries—one of the root causes of this country's $20-billion annual trade shortfall with its northern neighbor.

In Ottawa, Canadian Labor Congress President Shirley Carr called the agreement a "sellout" by Mulroney's Conservative Party and "a recipe for chaos in the workplace."

Detailing the AFL-CIO's concerns about the treaty, federation economist Mark Anderson pointed out the weakness in the agreement's plan for a mutual phaseout of U.S. and Canadian tariffs over the next decade.

"Canadian tariffs currently are on the average double those imposed by U.S. customs," he emphasized, "so the gradual reduction in duties means the Canadians will continue to enjoy a competitive edge during the entire 10-year period."

Anderson said the pact runs counter to a number of key points outlined in an Executive Council statement last August, including its provisions permitting the export of up to 50,000 barrels of Alaskan oil to Canada and the lifting of restrictions on the importation of electrical power from Canada.

The AFL-CIO stressed that Congress has been laboring for several years on legislation to overhaul U.S. trade laws and reduce a trade deficit that soared to a $175-billion record last year.

Questionable tact

"Under this circumstance," Anderson said, "it makes little sense for the Administration to erect a different structure with our largest trading partner and one with which we have so many problems."

Electronic Workers President William H. Bywater criticized the agreement for leaving in place a 23-year-old pact that opened up the U.S. market to Canadian-built automobiles. By not changing the provisions of the 1965 auto pact, Bywater said, U.S. negotiators "gave up on the jobs of many American workers."

The treaty faces opposition in both Congress and the Canadian parliament. The Reagan Administration will send implementing legislation to Capitol Hill shortly, and approval of the pact will require majority votes in both the House and Senate.

King's holiday

A new television production that recounts the 15-year effort to establish a national holiday honoring Dr. Martin Luther King Jr. will be televised nationwide this month. The holiday falls on Jan. 18.

"MLK: The Making of Holiday" was produced with the assistance of the AFL-CIO and nine affiliates—AFSCME, Auto Workers, Electronic Workers, Food & Commercial Workers, Ladies' Garment Workers, Retail, Wholesale & Dept. Store Union, Service Employees, Steelworkers and Transportation • Communications Union.

The program will be broadcast by TV stations throughout the country and will premiere at Washington's National Theater Jan. 8.

The program—an hour-long musical and variety format that includes film clips of critical events in King's life—features musician Stevie Wonder, actors LeVar Burton and Marla Gibbs and King's widow, Coretta Scott King.

King was slain in 1968 in Memphis where he had gone to join in a demonstration by striking sanitation workers, members of AFSCME Local 1173.

Local television listings should be checked for the broadcasts.

Flight Engineers link air safety to crew size

Flight Engineers President Jerry L. Austin wants the Federal Aviation Administration to reconsider the airline industry's growing reliance on two-person cockpit crews and automated crew functions instead of a three-person crew.

In light of new concerns raised over crew alertness stemming from the growing number of close calls and near misses, Austin said, "we believe there is stong evidence, particularly based on the experience of the past few months, that Flight Engineers contribute to alertness" and proper crew coordination.

"It is obvious that no matter how sophisticated and automated an aircraft is, it is still dependent on the judgment and skills of human beings," Austin continued.

Austin noted that the Flight Engineers have been pressing the relationship between crew size and air safety for several years.

Employer 'errors' shortchange social security

By Gene Zack

Nearly 10 million American workers face serious social security benefit losses when they retire because employers reported lower individual covered earnings figures to the Social Security Administration than their Internal Revenue Service returns indicate.

A report by the General Accounting Office—the agency that serves as the congressional watchdog over the Executive Branch—shows a $58.5-billion shortfall in earnings that 2.5 million employers reported to SSA during the 1978-1984 period.

"The impact on those affected by uncredited earnings can be significant," the GAO said, with affected beneficiaries facing an average loss of nearly $17 a month if the two federal agencies don't reconcile their respective data.

For the past decade, the two agencies have been squabbling about which one is responsible for resolving the conflicting figures in reports covering some 3.5 million employers. When the IRS claimed it didn't have the resources to do the job, SSA finally and reluctantly agreed to attempt to to resolve the differences.

But in the face of Reagan Administration efforts to slash the staff and cut the Social Security Administration budget, that agency quickly concluded it was unable to handle the workload involved, leaving a half-million cases hanging fire each year since 1980. As of October 1986, the study said, SSA "had more than three million reports that had not been resolved."

Both agencies hit

While critical of both agencies, the GAO placed most of the blame on SSA. The major contributing factor, the report said, has been SSA's failure to do the job because of its "organizational structure, which diffuses responsibility; the absence of leadership and a financial management focal point and perspective, and pressures to reduce staff."

Presented with the watchdog agency's initial findings, SSA said it planned to resolve one million of the backlogged cases in 1987. But it also indicated it would exclude nearly 750,000 other cases from review because it believed the earnings difference is "too small." Not investigating such reports, the GAO said, "could mean the loss of about $9 in monthly benefits for low-income individuals."

The GAO also faulted the Social Security Administration for failing to come up with plans to:

- Resolve the remaining 1.7 million backlogged reports from the 1978-1984 period.
- Handle the estimated 1 million incorrect reports that accumulated in 1985 and 1986.
- Deal with employers who refuse to comply with requests for payroll data.
- Require employers to preserve employee earnings records that otherwise would be discarded once the record retention period required by the IRS expires.

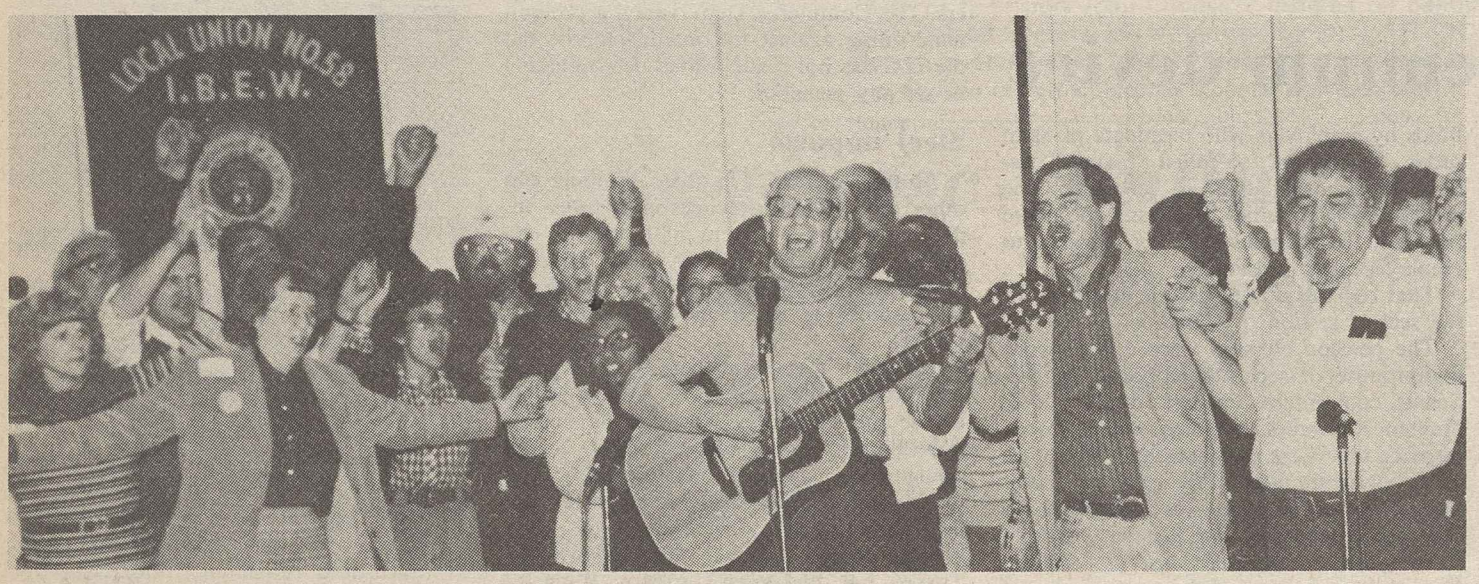
The GAO recommended that Congress step into the picture by requiring the IRS and SSA to come up with a timetable for eliminating the backlog and outlining a procedure to resolve new discrepancies as they show up. At the same time, the report said, the two agencies should present Congress with requests for additional staffing and funds to get the job done.

In a separate report, the GAO criticized SSA for publishing selective figures that paint "an overall favorable impression of payment accuracy" under the program that pays retirement, survivor and disability benefits.

SSA has claimed a 99.5-percent payment accuracy rate based on the total of $175 billion a year it dispenses to over 33 million beneficiaries. In fact, the congressional agency reported, the accuracy rate is only 92.1 percent based on case findings.

The GAO study showed that beneficiaries received incorrect payments for periods of as long as five years. About 60 percent of the errors involved underpayments averaging $591 annually, while the remaining 40 percent of the cases resulted in annual overpayments averaging $1,069.

The agency recommended that the Social Security Administration report both the case error rate and the dollar error rate, indicate how many of the errors were SSA's fault, and outline steps it plans to take to reduce the incidence of errors.



Midwest songfest

Participants at the second annual Midwest Labor Heritage & Song Exchange in Detroit belt out "Solidarity Forever" during a concert finale that capped three days of activities including workshops on songwriting, music, art and labor history. Unionists from nine states and Canada attended the event whose theme was "Sing a Labor Song, Keep the Movement Strong." Headliners included Joe Glazer of the Labor Heritage Foundation, John Handcox who penned "Roll the Union On," and Larry Penn, the "Singing Truck Driver."

Labor's goals advance in Congress

Continued from Page 1

In a related area, the Senate has yet to act on a House-passed bill to slow the pace of textile, apparel and shoe imports that have already wiped out hundreds of thousands of U.S. jobs. It, too, faces a veto threat.

Still another battle looms over ratification and implementation of the free trade agreement between the United States and Canada, which is opposed by the trade union federations of both nations.

Minimum Wage—House and Senate committees have held hearings on the labor-supported bill to raise the wage floor from its 1981 level of $3.35 an hour to $4.65 over three years, and then index it to 50 percent of average hourly wages. Congressional action is essential if the Fair Labor Standards Act is to fulfill its purpose.

Polygraph Restrictions—A House-passed bill would prohibit most uses of so-called lie dectors by private employers, and a Senate version has bipartisan sponsorship. Employer groups are strongly opposed. Also pending in both bodies is legislation to prevent management from secretly listening in on employee telephone calls.

Occupational Disease Alert—Awaiting Senate action is a House-passed bill setting up procedures to notify workers who have been exposed to on-the-job health risks, and to provide medical checkups.

Double-Breasting—Construction firms have sought to evade union agreements by setting up nonunion entities under substandard conditions. A House-passed bill to stop this subterfuge has cleared the Senate Labor & Human Resources Committee.

Hatch Act Reform—The Hatch Act was passed in the 1930s to protect federal workers from political pressure, but it has been used to deny them the political rights of other citizens. The House-passed bill would retain protections but repeal restrictions on off-the-job political action.

Catastrophic Health Insurance—Labor-supported bills to protect the 31 million persons covered by Medicare from catastrophic medical expenses passed the House and Senate in the first session. Final action is likely early in the 1988 session.

On another front, legislation to require employers to provide workers with at least minimum health insurance coverage is before both House and Senate committees.

Civil Rights—The Supreme Court's 1984 "Grove City College" decision significantly narrowed the interpretation of federal laws barring discrimination in programs or institutions receiving federal funds. A labor-supported bill to restore the intent of Congress has Senate committee approval.

Fair housing enforcement

Also on the congressional agenda is legislation to provide more effective enforcement of the ban on discrimination in housing. At present, the Dept. of Housing & Urban Development has no enforcement authority.

Parental Leave—There is strong support for the Family & Medical Leave bill that received the bipartisan endorsement of the House Education & Labor Committee. It would guarantee workers in larger firms the right to take time off—without pay but with continuation of benefits—on the birth or adoption of a child, or during the serious illness of a child, parent or the worker.

Education—With bipartisan and union support, a renewal and expansion of federal aid to elementary, secondary and vocational education passed the House and Senate nearly unanimously. An early conference agreement is anticipated.

Welfare Reform—The House took a big step toward welfare reform by passing a family support bill that would stress education, training and jobs as an alternative to dependency. It will be a hot issue in the Senate.

Campaign Reform—A Senate filibuster blocked action on public financing of congressional campaigns and other election reforms, but the issue isn't dead.

On other fronts, still alive are measures to curb the wave of corporate takeovers that so often leave a trail of closed plants and lost jobs, efforts to require labor protections in railroad and airline mergers, and a bill to shore up the railroad unemployment insurance system.

A presidential veto thwarted the attempt by Congress to retain the fairness requirement for broadcasters—which the Reagan-appointed Federal Communications Commission scuttled. But the effort continues.

Also alive are bills labor opposes, including a product liability measure that would make it more difficult for workers and consumers to receive compensation for injuries caused by defective products.

OSHA sidesteps union to reduce safety penalties

The Occupational Safety & Health Administration settled charges of record-keeping violations against the Monsanto Co. by dropping or downgrading citations and removing the word "willful" from nine of the 18 citations. The total penalty was reduced from $60,000 to $29,000.

The citations were issued in mid-1986 for record-keeping and hazard communication violations at the company's plants in Nitro, W.Va., and Deep River, Conn. Some 400 workers at the Nitro plant are presented by the Steelworkers, which refused to sign the final settlement.

USWA Attorney Mary-Win O'Brien said that inadequate notice by OSHA of the settlement meetings—usually on the day they were held or the day prior—effectively prohibited the union's participation in the process. None of the union's recommendations were incorporated into the final settlement, she said.

Under the settlement, Monsanto did not admit any wrongdoing, but agreed to pay a $29,000 penalty. OSHA Deputy Administrator Frank White said that the agency changed the citations to "accommodate concerns" of company officials. White said the agency replaced "willful" with a reference to a provision of the OSH Act that states any company that "willfully violates" its duties under the law "may be assessed a civil penalty of not more than $10,000 for each violation."

Unreported injuries

O'Brien said the company has had a history of not reporting "small injuries," such as burns smaller than the size of a 25-cent coin. She said the OSHA citations are likely to bring a change in the company's policy so that those kinds of injuries will be logged in the future.

Earlier, OSHA reached a "pre-citation settlement" with the Scott Paper Co. for 121 safety violations at the firm's Winslow, Me., plant, where workers are represented by the Paperworkers. The UPIU protested that settlement, noting that the union was shut out of the negotiations and that the agreement was reached prior to the issuance of the citations.

UFCW strikers weather Cudahy bankruptcy

Cudahy, Wis.—The future of meatpacker Patrick Cudahy Inc. and the strike by 850 members of Food & Commercial Workers Local P-40 have blurred as the company filed Chapter 11 bankruptcy papers on Dec. 11 after having earlier fired 700 scabs and given the state the required 60-day plant shutdown notice.

UFCW Local P-40 Sec.-Treas. Ken Topel said the union met with company officials on Dec. 4 to discuss the possibility of the plant's closing—one day after the meatpacker filed the shutdown notice.

The packinghouse has operated since last January with an unskilled scab workforce at wages up to $4.50 an hour below the level its union workers received.

Cudahy's firing of 700 replacements on Dec. 3 and another 100 on Dec. 11 has effectively shut down the plant's slaughtering operations. And the company notified hog farmers in the state that it is no longer buying meat, the union said.

Cudahy, a subsidiary of Smithfield Foods Inc., was placed on the AFL-CIO's national boycott list last September after the company had slashed wages and threatened layoffs to force a strike.

The boycotted Cudahy products include ham, bacon, sausage and luncheon meats sold under these labels: DAK, Patrick Cudahy, Gwaltney, Milano's Smithfield, Tanada and Deli-Fresh. Also canned hams labeled Agar, A&P, DAK, Jewel, Lancaster, Plymouth Rock, Shur-Fine, Smoke-A-Rama, Windmill, Emge, Pathmark, Safeway, IGA, Apple Blossom, Circle A and Country Club.

Appeals court validates Utah's blacklisting law

Company flouts worker protections

Denver—A federal appeals court ruled that Section 301 of the Taft-Hartley Act—which gives federal courts jurisdiction over violations of a collective bargaining agreement—does not pre-empt a state's ban on blacklisting workers.

In a unanimous decision, the 10th Circuit U.S. Court of Appeals held that two union craftsmen who were fired by a subcontractor on the Intermountain Power Project in Utah can pursue charges of illegal blacklisting against Bechtel Power Corp.

Plumbers & Pipefitters Local 57 charged that two of its members—James K. Housekeeper and Jay E. Trinnaman—were sacked by B&W Construction Co., a subcontractor on the project supervised by Bechtel, then were blacklisted by other subcontractors on the job.

Plumbers & Pipefitters Local 57 noted that Bechtel had imposed a "work rule" on all subcontractors, prohibiting them from rehiring any worker who had been fired for at least one month after the discharge, and requiring them to exchange lists of discharged workers.

The Plumbers & Pipefitters pointed out that Bechtel's "work rule" violated both a provision of the Utah constitution and a state law that banned blacklisting.

But the U.S. District Court for Utah ruled that Section 301 of the federal Taft-Hartley labor law, which gives federal courts jurisdiction over violations of a collective bargaining agreement, pre-empted the state's ban against blacklisting.

The district court sided with Bechtel, declaring that the dispute could have been remedied under the grievance and arbitration procedures of the collective bargaining agreement. The court then dismissed the union's claim, citing the workers' failure to use the grievance process.

In writing for the appeals court, Judge James K. Logan cited the 1985 Supreme Court ruling which held that Section 301 of the Taft-Hartley Act takes precedence over state statues "when resolution of the state law claim is substantially dependent upon analysis of the terms of an agreement made between the parties to a labor contract."

State law prevails

But that ruling does not permit parties in a collective bargaining agreement "to contract for what is illegal under state law" nor does it allow the pre-emption of state laws "that proscribe conduct, or establish rights and obligations independent of a labor contract," Logan noted.

The Utah blacklisting laws confer "nonnegotiable state law rights on . . . employees independent of any right established by contract," the appeals court declared.

Logan noted that "Utah courts have not addressed whether a civil cause of action exists under the constitutional and statutory provisions" nor what elements plaintiffs must prove and what defenses might be available.

"But if such a cause of action does exist, it is derived entirely from rights and duties created by state law," he added.

The appeals court found that the collective bargaining agreement might be relevant to show waiver or consent by the workers and their unions in state hearings. The case was remanded to the Utah state courts for further proceedings.

Chemical Workers get safety training grant

Akron, Ohio—The Chemical Workers received a $4.9-million grant from the National Institute of Environmental Health Sciences to develop a health and safety training program for workers frequently exposed to hazardous waste and chemical fire dangers.

Under the five-year grant, the ICWU will produce materials and "hands-on" training in the control of hazardous wastes and materials in cooperation with the Steelworkers, the University of Cincinnati and the Cincinnati Occupational Health Clinic.

Competition honors students of labor history

College Park, Md.—More than 150,000 junior and senior high school students participated in the 1987 National History Day competition, with labor history entries winning honors.

The program is funded by the National Endowment for the Humanities, the AFL-CIO and other organizations. The competition conferred awards in seven categories—including media presentations, dramatic performances, projects and papers—with students using the theme "Liberty: Rights and Responsibilities in History."

Winners of the AFL-CIO's labor history award included a paper by junior high school student Kristin Pini of Hingham, Mass., on "the Labor Movement: Putting the Pieces Together," and senior high school student Duncan Davis of Glendale, Ariz., on "1937: Strike for Labor, Unions at Flint." Both students received a $250 check and a certificate from the AFL-CIO.

The Ladies' Garment Workers awarded a $500 prize to an outstanding entry on the struggle of immigrant labor history and an entry on the Auto Workers 1937 sit-down strike in Flint, Mich., won top honors in the senior group project division.

Retiring President Patrick J. Campbell passes gavel to incoming Carpenters President Sigurd Lucassen, the union's first vice president since 1982.

Lucassen succeeds Campbell as president of Carpenters

Patrick J. Campbell, president of the Carpenters since 1982, will retire Feb. 1.

Succeeding Campbell will be first vice president Sigurd Lucassen, with second vice president John Pruitt filling the union's second highest post, under procedures of the Carpenters' constitution.

The new officers will serve until the union's next convention in 1991.

Campbell, 69, has been an AFL-CIO vice president since 1984. He is a 42-year veteran of the labor movement, having joined Carpenters Local 964 in Rockland County, N.Y., in 1945. He became an international organizer in 1955 and 11 years later was appointed assistant to the president.

He was elected to the executive board in 1969, representing District 1. In 1974, Campbell was named second vice president and six years later assumed the first vice president post. He became president in 1982 following the retirement of William Konyha and was re-elected by convention delegates in 1986.

Lucassen, 60, is a 35-year member of Carpenters Local 2250 in Red Bank, N.J. He served as the local's business representative until 1963, when he was elected to the executive board of the New Jersey Council of Carpenters. In 1975, he was elected president of the council. Elected to the union's executive board in 1978, he became second vice president in 1980.

Detroit Symphony contract achieves pay parity objective

Detroit—The Musicians signed a new three-year contract that provides 101 members of the Detroit Symphony parity with other top orchestras, ending a 12-week lockout. The settlement was credited largely to pledges from organized labor to help ease the symphony's funding problems.

Members of AFM Local 5 were locked out last Sept. 11 after management said it was cutting salaries 11 percent to erase a $1-million deficit. The musicians offered to continue playing at their old wages, but management instead canceled concerts. The new agreement was reached in time to salvage the Christmas Festival Concerts.

The breakthrough came after union and community officials pledged added support for the symphony, including leaders of the Auto Workers, Teamsters, Michigan AFL-CIO, Service Employees, and the Detroit AFL-CIO.

The agreement, ratified by AFM Local 5 members in an 85-8 vote, will raise weekly salaries to $1,060 by May 1990. Weekly wages in the first year will be frozen at $910, the level from the previous contract. In September 1988, they will rise to $940 and to $970 a year later. In January 1990, weekly wages will go to $1,000 and then to $1,060 that May.

The salaries do not include radio broadcast fees which will rise from $30 to $40 for each of 26 concerts. The union said substantial improvements were made in pensions and seniority and that a symphony liaison committee will be formed so that musicians can regularly review reports of the DSO's artistic and financial status.

Report glosses over OSHA's lack of commitment

A government report that recommends administrative and statutory changes to improve the lackluster performance of the Occupational Safety & Health Administration falls short of solving the agency's many problems, the AFL-CIO said.

Federation safety director Margaret Seminario said the report, prepared by the Administrative Conference of the United States, an independent agency, identifies problems at OSHA "that have long been recognized and confirms what unions have been saying for quite some time, that OSHA isn't doing its job in setting worker health and safety standards."

The report was the second to be done by the conference at OSHA's request. Seminario recommended that OSHA "review the report carefully. It needs to be looked at in the context that it was written by people who are familiar with the administrative procedures at OSHA, but who are not totally aware of OSHA's needs and responsibilities."

She added that "if the report has one shortcoming, it is that is was written by academics who aren't involved in the workday world." The 185-page report was prepared for the conference by two law school professors—Sidney A. Shapiro of the University of Kansas and Thomas O. McGarity from the University of Texas.

Seminario said that the report glosses over the fact that during the Reagan Administration "OSHA hasn't wanted to regulate the workplace." It has lacked "a strong commitment from the top to implement its mandate," she stressed.

The conference report said that OSHA output could be improved through the setting of generic standards, adoption of rulemaking alternatives, development of a regulatory plan and changes in the law.

Seminario said that the setting of generic standards could be beneficial to workers. The report identified three broad categories of generic standards OSHA might consider—industry-wide, multi-chemical or work-practice—and recommended guidelines by which it could determine whether to use such an approach.

Revisions recommended

The report also suggested the updating of some 400 national consensus standards that were adopted in 1971 primarily from recommendations made by the American Conference of Governmental Industrial Hygienists. While the ACGIH has continued to revise its exposure standards for some 100 chemicals and added another 200, OSHA's list remains unchanged. The result is that at least one million workers are exposed to chemicals that exceed the ACGIH limits, but which are in compliance with OSHA's standards.

Seminario said that while some exposure limits would change if the ACGIH levels were adopted, in the long run workers would not benefit because OSHA would lack the incentive to further reduce those exposures limits or to require the added protections workers get under full standards.

Noting that several other government agencies have relied on negotiated rulemaking procedures for the drafting of proposed regulations, the report recommended OSHA evaluate using this method on a case-by-case basis. It suggested setting "an irrevocable deadline for completion of any regulatory negotiation."

Noting that OSHA eliminated most of its rulemaking advisory committees in 1976, the report pointed out that the committees were composed primarily of labor and management representatives, as required by law. It suggested, however, that independent and government scientists make up the majority of the committee.

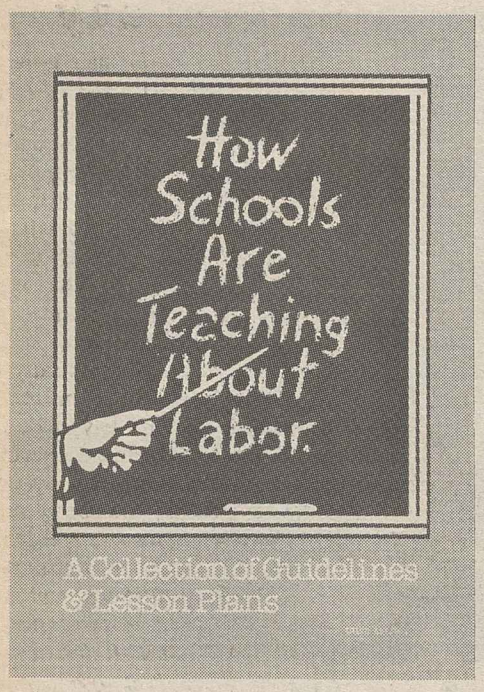
Seminario scored this proposal, noting that scientific information gathering is only a small part of the standard-setting process. She similarly opposed the report's recommendation that the National Institute for Occupational Safety & Health be transferred from the Dept. of Health & Human Services to the Labor Dept.

In other recommendations, the report suggested that OSHA eliminate its routine use of advance notices of proposed rulemaking to gather information and urged that the Solicitors' Office review of a rulemaking record be under a strict deadline. Development of a "regulatory plan" setting the agency's rulemaking priorities should be handled by "high level management staffers," following input by the public.

Priority list

Legislative reforms recommended by the conference include:

- Removal of the restriction on the membership of advisory committees.
- A requirement that advisory committees "present a full accounting of their deliberations."
- Replacement of statutory deadlines with "judicially-enforceable time limits applicable to the entire rulemaking process."
- Establishment of an interagency coordination group to maximize government resources used for the testing of chemicals and evaluation of scientific information.



New book collects lesson plans, aids for labor courses

An expanded collection of lesson plans on organized labor with resource materials for classroom teachers has been published by the AFL-CIO Dept. of Education.

The materials—selected from school districts and educational programs nationwide—are designed to help teachers give their elementary and secondary school students a better understanding of the history, structure and function of organized labor, said Education Director Dorothy Shields.

The publication—"How Schools Are Teaching About Labor: A Collection of Guidelines and Lesson Plans"—includes curriculum materials from 12 school districts and educational organizations. The guide was first issued in 1983.

The labor movement's rich history and great significance as one of the nation's democratic institutions makes it an important area for study, Shields said. She added that students—as future workers—need to make a well-rounded examination at the country's economic, business and social structure.

Materials for younger children include a reading comprehension test on the life of Samuel Gompers and word puzzles featuring common labor terms, both developed by an elementary school teacher in the New York City public schools.

Junior high plan

A year-long lesson plan for junior high school students in the Akron, Ohio, school system covers the philosophy and goals of the trade union movement through the use of films, reading and writing assignments, speakers and participation in mock contract negotiation sessions.

A unit prepared by Special School District 1 in Minneapolis is designed to help high school students identify the contributions of organized labor to American economic and social life and develop an understanding of collective bargaining.

"Age of Employment" is a model secondary school curriculum that focuses on labor history, with emphasis on original source materials including labor posters, cartoons and poetry. The coursework includes study of the 1877 railroad strike, events leading to the 1892 steel strike in Homestead, Pa., and labor's fight for the eight-hour day. The package was developed by professors from Cornell University and the State University of New York at Buffalo.

The publication—No. B-30—is available at $3 per copy from the AFL-CIO Pamphlet Division, 815 16th St., N.W., Washington, D.C. 20006.

Colorado federation airs series on unions

Denver—A new radio series about Colorado unions and their members, produced by the State AFL-CIO, is on the air.

In its first broadcast, "The Colorado Worker" took a look at the members and officers of several local unions, including the Food & Commercial Workers, Teamsters and Communications Workers. A subsequent program cleared up some of the negative myths about labor unions. The broadcast was aired on KUVO-FM.

The state federation plans to expand distribution to other radio stations.

Kirkland assails release of killers

Calls for suspension of U.S. military aid to El Salvador

Continued from Page 1

ments in human and trade union rights and the judicial system as well as land reform." It also insisted specifically on justice in the AIFLD murder case.

The Feb. 14, 1986, conviction of Santiago Gomez Gonzalez and Jose Dimas Valle Aceveda for the murders was delivered by a civil court on criminal, not political grounds. Subsequent appeals court decisions sustained the lower court decisions while specifically rejecting the defense attorney's contention that a civil court should not have had jurisdiction.

Even though the Salvadoran courts had decided in 1986 that the murders were criminal, the court's Dec. 19 decision on the amnesty law declared that the crime was politically motivated and therefore the murderers should be released.

In addition, the Dec. 19 decision has the effect of closing the case pending against Capt. Eduardo Avila, the former military officer accused of masterminding the crime. His accused co-conspirator, Lt. Lopez Sibrian, had been released Nov. 15, 1984, from the possibility of prosecution by court action despite the evidence of his active involvement.

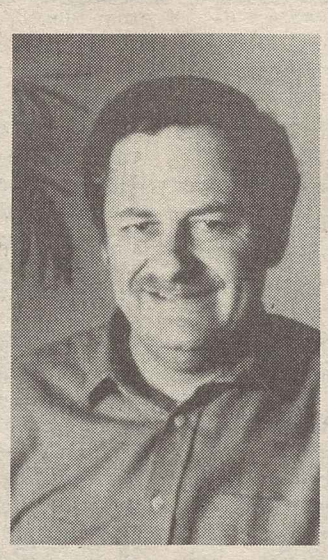
Letter to Duarte

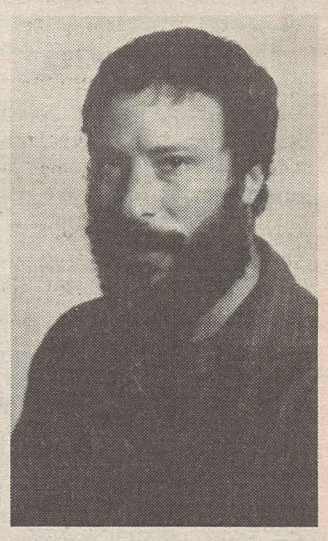
Kirkland wrote last Nov. 18 to President Jose Napoleon Durate that: "Any action other than the forthright prosecution of Captain Avila would constitute a perversion of the intention of the Central America Peace Accord."

The fear expressed by the Salvadoran Union Nacional de Obreros y Campesinos (UNOC) that the court decision will lead to a resurgence of death squad activities was also raised a week before Kirkland's statement by the Salvadoran Catholic Church.

"Murderers who have nothing to do with political crimes—such as the case of Rodolfo Viera, the assassination of the nuns and foreign journalists and the case of Las Hojas, among others—have been or will be released," the UNOC statement said.

Jose Rodolfo Viera


Michael P. Hammer


Mark D. Pearlman

AIFLD reported that a formal appeal has been filed to overturn the court decision freeing the convicted murderers.

The American embassy in San Salvador also reacted angrily to the freeing of the killers, declaring it was "appalled and outraged" at the action, particularly since it had been assured prior to passage of the amnesty law that it would have no affect on the Hammer-Pearlman-Viera murder case.

The embassy also assailed the process under which the slayers were set free—a procedure that involved a hasty decision reached on the eve of a lengthy court recess.

It accused the Salvadoran court of trying to slip its decision through in the adjournment rush in the hope that the action would receive little publicity in the United States.

Flight Attendants reject United offer

The Flight Attendants rejected by nearly a 4-1 margin a proposed 42-month contract with United Airlines that would have cut holiday and vacation benefits, eliminated cost-of-living adjustments and lengthened to seven years the period for reaching parity under the company's two-tier wage system.

No specific date has been set to resume talks, said Pat Friend of AFA's bargaining committee. Results of the mail balloting, announced on Dec. 31, showed an 85 percent turnout among the 11,439 members eligible to vote. The tally was 7,573 to 2,079 against the tentative accord.

At union meetings held by AFA prior to the balloting, flight attendants expressed strong dissatisfaction with the proposed extension of the two-tier pay scale from five to seven years.

The pact would have provided pay increases of 2 percent in January 1989 and October 1990, with a small lump sum following ratification.

Environment, health issues explored

Annapolis, Md.—A conference of labor, medical, environmental, industry and government representatives explored federal policies on the protection of human rights, worker health and the environment and focused on why Reagan Administration efforts have fallen short in these areas.

Clothing & Textile Workers President Jack Sheinkman, at the opening session, told participants that the meeting "dramatizes so vividly the integral links among the world's nations." He cited the global problems related to protecting the environment and promoting human health.

Sheinkman said that the "strong tradition of faith in the benefits of governmental intervention to protect those unable to protect themselves" has suffered "complete perversion under the ideology of "privatism and social Darwinism" promoted by President Reagan and Prime Ministers Brian Mulroney of Canada and Margaret Thatcher of Great Britain. "Their motivation is obvious," Sheinkman said. "This is the politics of greed pure and simple."

The ACTWU leader noted that the failure of the government and employers to listen to workers' complaints about job hazards only delays the finding of solutions to occupational diseases. When workers and communities are fully informed about job and environmental hazards, Sheinkman said, they can use their unions and other grassroots organizations to develop needed "private and public responses."

Worldwide scope

The conference was sponsored by Collegium Ramazzini, an international fellowship based in Bologna, Italy, that is headed by Dr. Irving J. Selikoff, professor emeritus of Mt. Sinai School of Medicine in New York. Other sponsors included the labor-backed Workplace Health Fund, OSHA/Environmental Network, National Institute for Environmental Health Science, and the University of Maryland's Center for Philosophy & Public Policy.

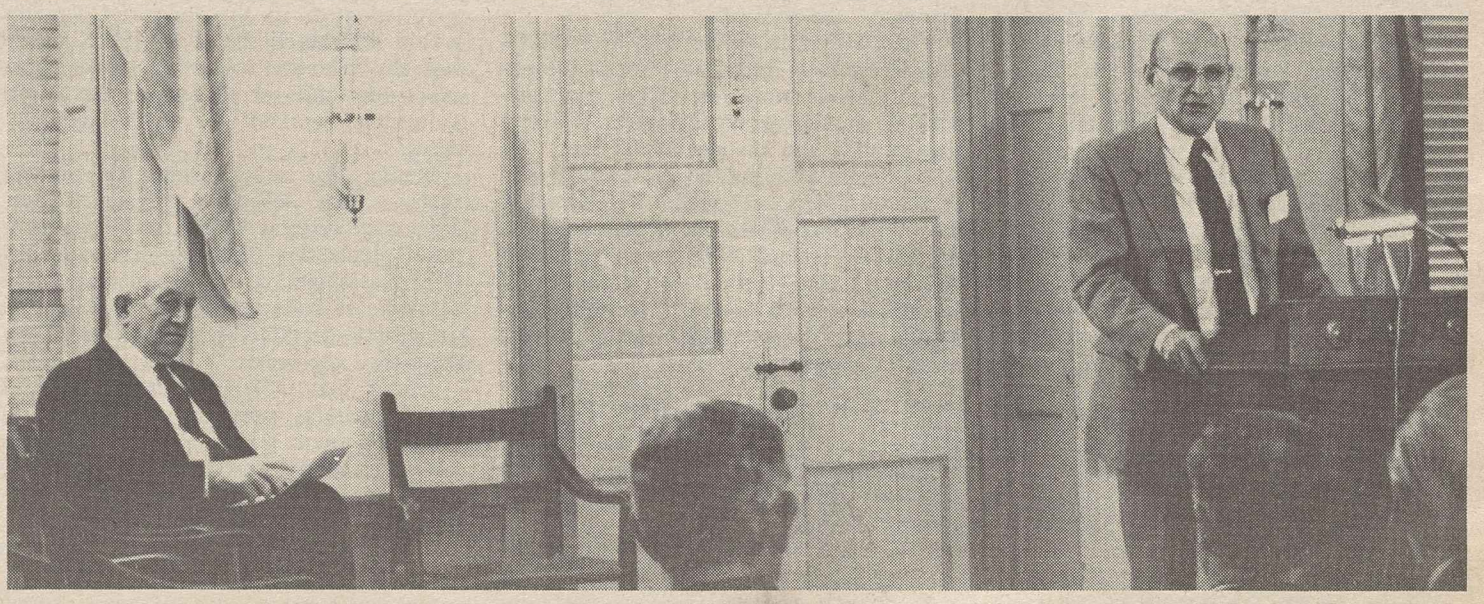
Selikoff, an expert on asbestos-related diseases, said this generation is the "first to have the real possibility of preventing disease" through an understanding of the outside factors that cause disease.

The 1987 Ramazzini Award was presented to Dr. Dietrich Schmahl, executive director of the Institute for Toxicology & Chemotherapy in Heidelberg, West Germany, who lectured on the possibilities and limitations of cancer prevention.

John Davies, professor of environmental medicine at the University of Miami's School of Medicine, reported that suicide is a major cause of occupational mortality among victims of pesticide poisonings worldwide. He noted that 60 percent of 1,226 pesticide-related deaths in the Philippines from 1979 to 1981 were suicides and a similar pattern was found in Sri Lanka where the figure was 73 percent.

Other conference panels discussed the work environment, natural resources, the need for an environmental rights law and the health consequences of environmental changes.

Former Sen. Gaylord Nelson (D-Wis.), founder of Earth Day and chairman of Wilderness Society, received the first I.W. Abel Award, named for a former Steelworkers president who called the first national citizens conference in 1969 to promote the Clean Air Act. The award was presented by John Sheehan, assistant to the USWA president and the union's legislative director.


ACTWU President Jack Sheinkman addresses international human rights conference. At left is Dr. Irving Selikoff, president of the Collegium Ramazzini and a leading occupational health expert.

EDITORIALS

Free Trade Pitfalls

IT TAKES a bit of ingenuity on the part of trade negotiators to draw up an agreement between two neighboring nations with a long tradition of friendship that would be firmly opposed by the labor movements of both countries.

Yet that's what the Reagan Administration in the United States and the government of Canadian Prime Minister Brian Mulroney have managed to achieve.

President Reagan bragged that the trade agreement, when ratified by Congress and Canada's Parliament, "will encourage supporters of free trade throughout the world."

Indeed it will. But the question is whether the sort of unchecked free trade envisioned by the promoters of the agreement on both sides of the border is what the United States and Canada need at this time.

"The goal of trade should be the well-being of a country's citizens and not some vague ideology such as free trade," the AFL-CIO Executive Council said last August.

At the AFL-CIO convention in October, Canadian Labor Congress Vice President Daryl Bean explained why the CLC, as well as the AFL-CIO, opposes the free trade pact.

It wouldn't create new jobs or reduce unemployment, Bean noted. "There is nothing in it for the workers in the United States or Canada."

What it does do is "enable corporations to pick and choose where they can best exploit the worker."

And that's something union members on both sides of the border can do without.

The Greatest Gift

THE HOLIDAY SEASON is past; the Christmas trees and lights are down. There is even time to browse through a backlog of union publications. The thermometer may be dropping perilously close to zero, but some of the stories leave a warm glow.

They tell of union members across the country who gave generously of their time and labor to help those less fortunate.

Two examples out of many typify the good neighbor role of the trade union movement.

In St. Louis, on the busy Saturday before Christmas, 200 members of Plumbers & Pipefitters Local 562 and the union contractors who employ them provided free inspections of heating units and smoke detector systems in the homes of needy families. They made on-the-spot adjustments and minor repairs, replaced filters and batteries, and cleaned dangerously clogged flues.

Almost certainly, they saved lives in the process.

In Tuolumne County, Calif., a business agent from the Sacramento Area District Council of Carpenters, checked an area that had been swept by forest fires to see if there were any members of the union who needed help.

Fortunately, there weren't. But he came across an elderly couple whose home had been burned to the ground, leaving them destitute. They had dropped their fire insurance because of the cost.

They spent Christmas in a snug, new home built by volunteers from six Carpenter locals, union sawmill workers, plumbers, roofers, painters and electricians—with the help of donated supplies.

The calendar has been turned to 1988. But the spirit of the Christmas season lingers on.

Making a Start

THE PLIGHT of the homeless is not the only housing crisis this nation faces, although it obviously demands our priority attention.

In most sections of the nation, there is an enormous unmet need for affordable housing for moderate-income working families, as well as for the elderly and needy.

The housing bill that Congress passed on the final day of the first session won't come close to meeting that need. But it makes a start, and the bipartisan support it generated is a hopeful omen for the future.

So they say . . .

As the company has gone to the expense and trouble of establishing a store, butcher shop and saloon for the accommodation and convenience of its employees, and as its employees derive their living from the company, all employees will be expected to patronize these places to the exclusion of all other similar establishments or pedlars.

Any employee joining any secret labor organization or in any way taking part in any strike, or for any cause refusing to perform work assigned to him at any time, unless satisfactory excuse is made to the superintendent or foreman . . . will at once be discharged. Under no circumstance will anyone so discharged be re-employed.

—From General Rules for the Government of Employees, posted by the Northern Pacific Coal Co. in 1885 and reprinted in the AFL-CIO Dept. of Education Publication, "How Schools Are Teaching About Labor: A Collection of Guidelines and Lesson Plans."

Washington Window

Grim economic outlook grimmer yet for the poor

By Press Associates

In the coming year, with forecasts of an economic slowdown and increasing unemployment, what of the poor?

It is estimated that in 1988 hundreds of thousands will join the ranks of the nation's 32 million poor even without a recession. The number of working poor will grow as employers pare their payrolls and hire contingency workers at low wages.

The plight of America's poor returned to the spotlight when Senate Labor Committee Chairman Edward M. Kennedy (D-Mass.) held a poverty and policy hearing on the 25th anniversary of Michael Harrington's book, "The Other America." That book inspired President John F. Kennedy to launch the war on poverty.

Harrington, in his testimony, as usual put a human face on the poverty statistics. Being poor, he said, means that "people are not homeless simply because they have severe mental and emotional problems—only a third of those on the streets fit into that category—but because they cannot pay for shelter in a society that reduces their income at the same time it fails to build affordable housing.

Kennedy-Johnson successes

Harrington said the anti-poverty programs of Presidents Kennedy and Johnson were not an expensive failure as many critics contend, but rather "a woefully underfinanced success." He cited successes, such as Head Start and indexing social security, but warned that poverty today is "infinitely more tenacious."

Harrington urged Congress "to commit this nation once again to the abolition of poverty."

Mary Jo Bane, professor of public policy at Harvard University's John F. Kennedy School of Government, and Director Robert Greenstein of the Center on Budget & Policy Priorities also testified on poverty trends.

Greenstein pointed out that census data on the "poverty gap" show the poor are getting poorer. Families that were poor in 1986 fell an average of $4,394 below the poverty line, a wider gap than at any time since 1963, except for the recession and high unemployment years of 1982-83, he said.

The poorest of the poor also increased: 12.7 million people in 1986 had incomes less than half the poverty level—$5,600 for a family of four—the highest rate in a decade.

Impact of economy

The dominant factor in poverty trends continues to be the economy, Greenstein said. Increased jobless rates, longer unemployment duration, lower wages, and involuntary part-time work have increase poverty among the working poor, the fastest-growing segment of poverty.

Bane offered surprising findings, with implications for public policy. She said rural poverty has fallen to about 30 percent. This means 70 percent of the poor were in urban areas, split 40 percent in the central cities and 30 percent in suburban areas.

In looking at 1980 census data on the 100 largest cities to identify concentrated urban poverty, Bane found that only 7 percent of the nation's poor lived in such neighborhoods.

She said that, while public policy should not ignore inner-city poverty, most of the effort against poverty should be broadly oriented: economic growth, tax and benefit policies for the working poor, pre-school and contemporary education, child support enforcement, and welfare reform focused on jobs and training.

Since the working poor make up the fastest-growing segment, one solution already is moving in Congress. That is legislation to raise the minimum wage. It deserves the highest priority in what could be a revived war against poverty.

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NLRB's heavy-handed tilt

Chicago—Why do labor unions feel the National Labor Relations Board is tilted against them when it's loaded with Republican appointees? Because it's true, according to a study of board rulings done by a New Orleans-based personnel consultant.

In a paper prepared for the winter meeting of the Industrial Relations Research Association, Ronald H. Schroeder found a sharp difference in the voting patterns of appointees of the two political parties. Democratic members appointed by Democratic presidents "are no more likely to decide in favor of employers or unions, but play by the rules and render decisions in an evenhanded manner," he said.

But Republican appointees let fairness take a back seat to maintaining the party line, Schroeder found. GOP members appointed by Republican presidents "appear to be staunch party-liners who make decisions which are influenced by political party philosophy," eliminating even-handedness and impartiality from the process, he said.

The Taft-Hartley Act set turnover on the five-member board at one member a year, making the NLRB a transient group. Between 1979 and 1983 it had 11 different members, but was at full strength only 50 percent of the time.

Schroeder stressed that "differences between unions and employers which are resolved through a decision process laced with inconsistencies and ambiguities flies in the face of good-faith dealings. As a result, both unions and employers may be discouraged in their desires and attempts to uphold their good-faith obligation."

The consultant called for close Senate scrutiny of nominees and suggested amending the Taft-Hartley Act to require appointment of members so as to assure bipartisan representation.

Texas utility's surveillance assailed

Ruling sought to outlaw secret locker room videotaping

Cason, Tex.—The secret videotaping of workers in their locker room by the Southwestern Electric Power Co., has drawn sharp criticism from the Electrical Workers, the State AFL-CIO, the Texas Civil Liberties Union and several members of the state legislature.

The IBEW and other supporters are seeking a ruling from Texas Atty. Gen. Jim Mattox against the power company —SWEPCO—charging that the videotaping violated both civil and criminal statutes.

The union also maintains that SWEPCO broke the law by hiring an unlicensed private detective firm to carry out its dirty work, said IBEW International Rep. Jon Gardner, citing a law requiring private investigators that do business in the state to be licensed by Texas.

Last year, the utility company hired a Louisiana private detective firm to install hidden video cameras in the men's locker room where members of IBEW Local 738 changed clothing and stored their belongings while on the job. The company claimed the taping was in response to a worker's complaint that $40 was stolen from his locker.

The round-the-clock secret surveillance continued for a month, with the detectives keeping a log of workers' activities. Among other items, the logs revealed that one worker was labeled "the gay boy" although no sexual activities of any kind were recorded. And while SWEPCO claimed that only top-level management reviewed the logs and tapes, word quickly spread through the company that the employee was a homosexual, the union charged.

Firing and suspension

After the tapes and logs were turned over to the utility for inspection, one worker was fired after he was viewed stealing from a locker, Gardner said. The man committed suicide a few days later. In another case, the detective agency—under a management directive—interrogated another IBEW member for several hours, demanding that he take a polygraph exam. The worker refused and eventually was released, Gardner said, noting that the union member was then suspended for two days.

The IBEW local has been pursuing the suspensions and complaints through the grievance and arbitration process, but the company has requested a postponement of an arbitration hearing, Gardner said.

At a recent news conference, Texas AFL-CIO Sec.-Treas. Joe Gunn said the secret videotaping of people in the nude "violates the rights of human dignity." He noted that the utility insists that it has the right to spy on workers and has indicated it will use electronic surveillance equipment in the future.

"Nonunion employees don't realize they have any protection against this type of abuse and they may never know of violations," Gunn said. "This incident was uncovered only because union contracts require justification" of any suspension.

State Rep. Lloyd Criss (D-LaMarque) said a decision outlawing the secret videotaping "will help get the message out throughout the state that we're not going to tolerate this type of thing in Texas."

Repulsive action

Attorney Jim Harrington of the Texas Civil Liberties Union called SWEPCO's action "probably the most disgusting, unconscionable and repulsive I've heard a company doing in Texas." He warned that a wave of lawsuits will be filed over this and other workplace privacy issues. "It seems that this utility is a bit out of step with what the rights are of the people of Texas," he said, adding "I think this company needs to be stopped."

The lawmaker, union representatives and civil liberties group are pressing the attorney general for a ruling that will:

- Declare the surveillance to be a cause for civil action, allowing the injured workers to recover both real and punitive damages from SWEPCO. This will prevent other employers from spying on their workforce, Gardner said.
- Consider the company's action to be a violation of the state's criminal "Peeping Tom" statues.
- Find SWEPCO's use of an out-of-state detective agency to be a violation of Texas law.

California wage floor set at $4.25

San Francisco—The California Industrial Welfare Commission's decision to raise the state minimum wage to $4.25 per hour for all workers except certain tipped employees drew both praise and criticism from labor.

While the increase in the wage floor was hailed as a major victory for labor and community action groups, the State AFL-CIO announced plans for a lawsuit against the commission's action limiting to $3.50 an hour the minimum wage for employees receiving at least $60 a month in tips. The commission rejected a move to create a subminimum wage for full-time students under age 21 at 85 percent of the $4.25 rate.

"We are very pleased with the Commission's action to increase the minimum wage and eliminate the student subminimum proposal," State AFL-CIO Executive Sec.-Treas. John F. Henning said. "However, we feel that the decision to exclude tipped workers violates state law and we will take it to court."

The commission specified that the increase to $4.25 from the present $3.35 will take effect as soon as allowable under state law, but no later than next July 1. Last September, a bill setting the $4.25 minimum hourly wage was vetoed by Gov. George Deukmejian (R) on the ground that legislation was unnecessary given the IWC's pending action.

Labor Dept. challenged on farm pay cut

A federal appellate court ordered the Labor Dept. to justify a new regulation that reduces wages paid to foreign workers brought into the United States for seasonal farm work—and in the process cuts the pay of American agricultural workers similarly employed.

The AFL-CIO and legal assistance groups that joined in defending the interests of farm workers contend that the change in the formula for setting the wage level can't be justified. They say the Labor Dept. merely bowed to pressure from agricultural employers last summer.

At issue is the formula for setting the minimum wage that growers who bring in foreign farm workers for seasonal work must pay. East Coast apple growers and sugar producers are the principal users of temporary foreign workers.

The minimum wage requirement under the 1986 immigration reform law is virtually the same as in the H-2 program it replaced.

Both a federal district court and the U.S. Court of Appeals for the District of Columbia Circuit ruled that the Labor Dept. hadn't come up with a satisfactory explanation of why the wage-setting procedure should be so drastically changed.

Under both laws, foreign workers may not be brought in if their employment would adversely affect the wages and working conditions of U.S. workers similarly employed.

Depressed wages

Previously the Labor Dept. had compensated for a history of depressed farm wages by setting the minimum for each state higher than the average hourly rate in agriculture. That formula was continued in an early unofficial draft of new immigration regulations that was circulated to interested groups.

But when the immigration law regulations were issued last summer, the compensatory add-on was dropped and the minimum wage was in effect held to the previous year's level.

A federal district court upheld the AFL-CIO challenge and enjoined the Labor Dept. from putting its new policy into effect.

The appellate court dissolved the injunction but ordered the Labor Dept. to more fully explain its actions.

"We are unable to discern the reasonableness of the agency's action without further explanation," Chief Judge Patricia M. Wald said in the decision.

Policy reversed

The Labor Dept. has reversed "a two decade-old, court-approved policy of enhancing wage compensation to benefit U.S. farmworkers," the appellate court noted. But if it has grounds for such a change in policy, "that case has yet to be made," it pointed out.

Presumably, the courts will re-examine the merits of the case after the Labor Dept. has complied with the order to explain its reasons for cutting back on worker protections.

Labor-backed housing bill awaits Reagan signing

Congress broke a deadlock that had sidetracked a labor-supported housing bill and cleared the measure for President Reagan's promised approval on the final day of the session.

Its passage assures continuation of existing housing and community development programs that were running out of funds—including some the Administration sought to abolish—and authorizes a modest addition to the nation's public housing stock.

The bill also launches, although on a smaller scale than the House and Senate had originally approved, an innovative program to help moderate-income families become homeowners. This is the so-called Nehemiah program that allows non-profit organizations to get various subsidies and grants from federal, state and local agencies to hold down housing costs.

The federal contribution will include a revolving fund that would provide a no-interest loan of up to $15,000 towards the purchase of a home, to be repaid when the house is resold. The federal grant is set at $25 million for the balance of this fiscal year and an additional $100 million in the fiscal year starting next Oct. 1.

Another provision praised by AFL-CIO housing expert Henry Schechter will provide incentives for owners of low-income rental units to continue to make the housing available after their legal commitment to do so has expired.

First time

Passage of the legislation marks the first time in the Reagan Administration that Congress has been able to enact a comprehensive housing bill. Presidential veto threats had forced Congress to use catchall "continuing appropriations" resolutions to replenish housing-related funds.

In the 1987 session, both the House and Senate passed similar housing bills by big bipartisan majorities, and approval by a veto-proof margin appeared certain after a House-Senate conference agreed to trim back the spending ceilings to stay within budget guidelines.

The House approved the conference agreement by a 391-1 vote, reflecting a promise by the Republican leadership to join in overriding any veto in exchange for Democratic agreement to trim the total cost of the package.

But the Administration made a last-ditch stand in the Senate, and Republicans raised a technical point of order that required a supermajority of 60 votes to take up the conference agreement.

President Reagan summoned Senate GOP leaders and warned that, in the aftermath of the stock market collapse, passage of the bill would send "a terrible signal" to the financial markets that Congress was not serious about taking action to close the budget deficit.

The bill appeared dead. But its chief Senate sponsors, Alan Cranston (D-Calif.) and Alfonse M. D'Amato (R-N.Y.), worked closely with House Banking Committee Chairman Fernand J. St Germain (D-R.I.) to shape a new compromise that induced the White House to back off from a veto threat.

As finally enacted—by voice vote in the Senate and by a House vote of 391-2 at 3 a.m. on the day of adjournment—the bill authorizes $15 billion in the current fiscal year for housing and community development and $15.3 billion in the 1989 fiscal year.

Fund reduction

The second-year funding ceiling reflects a reduction of the 4-percent inflation adjustment that had been provided in the earlier version to the 2-percent level specified in the "budget summit" agreement between the White House and congressional leaders.

The bill also will end funding for the Administration-opposed Housing Development Action Grant program after fiscal 1989.

From the top

Stanford, Calif.—Don't blame unions for management inefficiencies, a steel company executive told a Stanford Business School audience.

Richard P. Simmons, chairman of Allegheny Ludlum Corp., said that getting rid of incompetent management put his company on the road to recovery.

The Steelworkers represent 95 percent of the company's workers and Simmons didn't claim that he and the union always saw eye-to-eye on issues.

But in terms of the company's performance, Simmons insisted, "we can't fault the labor unions."

When the company was in trouble, he said, worker teams came up with new ideas.

There were some serious attitude problems that had to be overcome, Simmons told Stanford's MBA student Manufacturing Club. The problems were "created by management, not unions," he stressed.

His advice to the future business managers was to resist "conventional wisdom."

Reaganomics: cheers for trade gap

President sees import-battering as sign of U.S. strength

Cleveland—America's masssive trade deficit is a sign of economic vitality and prosperity, President Reagan told business and civic leaders in a city that is struggling with recession-level unemployment and an industrial economy eroded by waves of imports.

In the latest version of Reaganomics, America's role is to buy the goods that other countries produce in a world in which "national boundaries are increasingly becoming obsolete," the President said.

Reagan's bland dismissal of a trade deficit that has transformed the United States into the world's largest debtor nation left White House aides uncertain whether to hail or mourn an anticipated dip in the November trade deficit—after October's worse-in-history imbalance. The October deficit hit $17.6 billion. Government economists estimate that for each $1 billion shortfall, 22,500 U.S. jobs are wiped out.

The President is living in an "Alice in Wonderland world," if he thinks that record trade deficits are a sign of economic strength, AFL-CIO Research Director Rudy Oswald commented.

Oswald suggested that Reagan's speech writers "forgot to tell the President that trade deficits put workers out of jobs, reduce income and weaken the nation's ability to produce." Reagan's address to Cleveland's City Club dismissed wide-

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AFL-CIO news

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Health costs push up premiums

By Candice Johnson

A sharp surge in health insurance premiums is hitting workers and employers as the new year begins. Increases for plans involving a third-party insurer have been in the 20-25 percent range while rates for self-insured companies are up 15-20 percent. At the same time, social security recipients saw a small benefit increase wiped out by a 38.5-percent jump in their Medicare premiums.

The double-digit increase in insurance rates and a 7-percent average rise in overall health care costs come at a time when general inflation has averaged less than 5 percent annually over the past five years.

They also fly in the face of a serious campaign of in-hospital cost containment and other savings programs implemented by unions and employers over the past few years.

AFL-CIO health care specialist Karen Ignagni said the lack of cost controls on out-patient providers and services is the key component in the skyrocketing costs.

Cost containment

Many unions and employers have agreed to health care cost containment measures in contract negotiations, addressing the costs of in-hospital care, for example, through mandatory second opinions, pre-admission certification and other controls, Ignagni noted.

"But in many cases procedures that monitor in-hospital practices don't apply on the out-patient side," she pointed out. Some labor-management reviews of how to control out-patient costs are under way, but those studies are just in the formative stage, she added.

Ignagni said monitoring of medical costs on the out-patient side is more difficult and complicated because patients have access to a wide choice of providers—through individual physicians, hospital clinics, for-profit surgical and medical care centers, and health maintenance organizations.

To slow down the surge in out-patient care costs, Ignagni advocated controls similar to those used to monitor hospital expenses, including mandatory second opinions, use authorization and a case manage-

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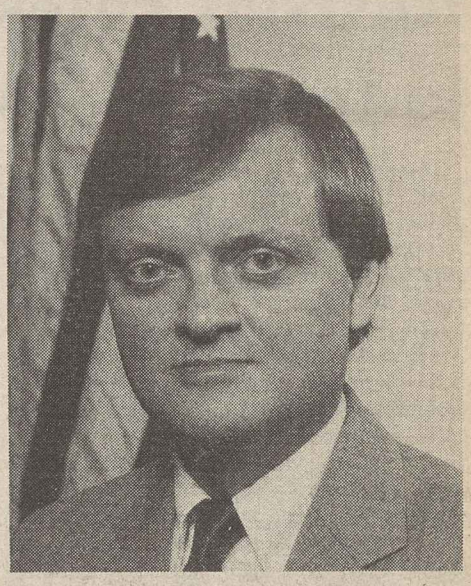

James M. Stephens

Reflagged ships to carry U.S. crews

By David L. Perlman

Ships flying the American flag will have to carry U.S. crews under a union-sought amendment to the Merchant Marine Act that President Reagan has signed into law.

The legislation closes the loophole that allowed Kuwaiti tankers placed under the American flag to operate with foreign crews. Its enactment is a major victory for maritime unions and the position taken by the AFL-CIO convention, which denounced the evasion of U.S. maritime law.

While the measure allows the Secretary of Defense to waive the requirement for national defense reasons, union and congressional sources said they couldn't conceive of a valid defense argument for using foreign crews rather than American seamen on the reflagged tankers.

The legislation was included in a bill that achieved another union goal—preferential employment of American workers on fish-processing factory vessels operating within the 200-mile coastal waters zone. It cleared Congress on the last day of the session with bipartisan support despite uncertainty about the Administration's position.

When it takes effect next month, all licensed officers on U.S.-flag ships must be American citizens. At least 75 percent of the unlicensed crew must be citizens; up to 25 percent can be resident aliens, legally living in the United States.

American-flag vessels leaving from U.S.

Continued on Page 14

Stephens pledges 'fairness' as new NLRB chairman

President Reagan designated James M. Stephens to serve as chairman of the National Labor Relations Board, replacing Donald L. Dotson, who left the NLRB last month after his term expired.

Stephens, a former Capitol Hill staffer, has been on the NLRB since 1985. Designation of an NLRB member as chairman does not require Senate confirmation.

Dotson's five-year term on the labor board was marked by controversy—with unions who perceived him as a right-wing ideologue hostile to collective bargaining, and with various of his colleagues. It's doubtful if he could have been confirmed for a second term.

In taking over the chairmanship, Stephens issued a statement promising "a commitment to fairness and a belief in our system of peaceful industrial relations through law."

Stephens, 41, left an Akron, Ohio, law firm in 1977 to become a Republican staff member on the House Education & Labor Committee. He served as counsel to the Senate Labor & Human Resources Committee under Chairman Orrin Hatch (R-Utah) from 1981 until his appointment to the NLRB. His term expires in August 1990.

Dotson's departure left an opening on the five-member NLRB, and an early presidential appointment is anticipated. The nominee will face Senate confirmation hearings after Congress reconvenes Jan. 25.

Kingsport workers ratify comeback contract

Kingsport, Tenn.—Workers at Arcata Graphics, formerly Kingsport Press, ratified by a 3-1 margin a three-year agreement—their first union contract in a quarter-century.

The accord, negotiated by the Aluminum, Brick & Glass Workers, capped six months of bargaining after the ABG organized the 2,000 Arcata employees at four Kingsport area locations last spring. The anti-labor Kingsport Press busted five unions that had represented the craft workers after a bitter strike that began in 1963.

The ABG contract addresses the workers' key concerns for seniority rights, job security and a grievance procedure, said John Murphy, executive assistant to the union president, who headed the negotiating team.

Pay gains

The agreement provides a lump-sum payment of $600 the first year, a 2.5-percent base pay increase and a $500 lump-sum payment in the second year, and a 2.5-percent pay increase in the third year, Murphy said.

Workers won full medical coverage under a new plan, as well as dental, life insurance and accidental death and dismemberment coverage. Weekly sickness and accident benefits top off at $190 for 26 weeks, he reported.

The pension plan, which the company wanted to convert into individual retire-

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Teamsters open bargaining for new trucking agreement

The Teamsters laid out contract goals for management representatives of the freight-hauling industry in the opening session of negotiations for a new national agreement.

The master freight contract, which covers more than 200,000 IBT members, expires Mar. 31. Included under the agreement are over-the-road and local drivers, dock workers, mechanics and clerical workers.

The IBT's key bargaining goals embody job security, economic gains and safety improvements, the union said. With the deregulation of the trucking industry in 1980, more than 78 major unionized carriers have gone out of business, the IBT noted, adding that trucking operations today are characterized by cut-throat competition and a "ferocious wave of rate-cutting" that has threatened Teamster jobs.

To prepare for the talks which opened Jan. 14, the IBT's National Freight Industry Negotiating Committee sought proposals from the 277 local unions whose members are covered by the master agreement.

The committee received more than 7,500 suggestions from union members attending local meetings on bargaining.

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A Report On Congress

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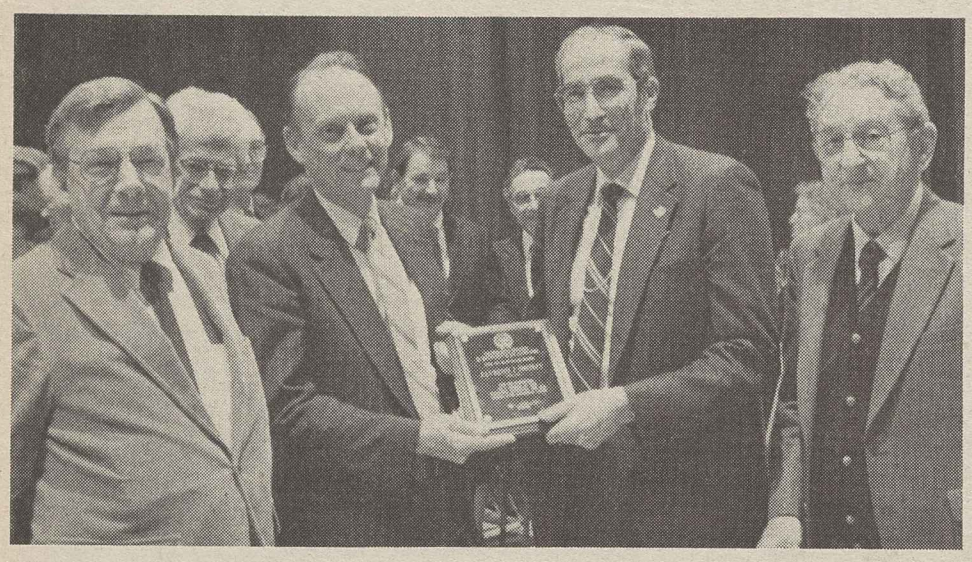


Honored for service

Lawrence Smedley is honored for his 20 years of service on the President's Committee on Employment of the Handicapped by Committee Executive Director Jay F. Rochlin, second from right. Smedley, a past associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, is the new executive director of the National Council of Senior Citizens. Present at the ceremonies were Federation President Lane Kirkland and NCSC President Jacob Clayman, right.

Revised rules expand right to trade adjustment benefits

Bowing to a court order, the Labor Dept. revised earlier guidelines that had denied trade readjustment benefits to 70,000 workers in the automobile, steel and textile industries whose jobs were swept away by the flood of imports between Apr. 3, 1975, and Sept. 30, 1981.

The action came nearly a year after the U.S. Court of Appeals for the District of Columbia struck down a rule that excluded leave of absence, sick or annual leave, vacations or periods of military service from the determination of an employee's eligibility for trade adjustment payments.

The court's April 1987 decision climaxed a six-year legal battle by the Auto Workers who challenged the original interpretation of employment—a key element in meeting the 1974 Trade Act's requirement that benefits be paid to workers who were employed for at least 26 of the 52 weeks preceding the job loss.

During the six-year struggle, the Labor Dept. routinely clung to a narrow definition of employment. Assailing the "unreasonableness" of the government's contention, the appeals court emphasized that, for example, an employee on vacation "certainly is not perceived by anyone to be 'unemployed.' "

The court ordered the Labor Dept. to correct its interpretation of the 1974 law and to work with state employment agencies to remedy erroneous determinations.

In deciding on qualifications for trade adjustment benefits, the court said, the Labor Dept. must expand its original rule that limited aid only to those workers who earned at least $30 a week in wages in the period before their jobs were shot out from under them by imports.

Total compensation

The court made clear that the $30 weekly figure must include whatever employees received in the form of workers' compensation, disability pay, sickness or accident pay, holiday pay, back pay or fringe benefits.

The Labor Dept. predicted that the state agencies would have to reassess the claims of only 3,000 workers previously denied benefits. But the UAW says that the number is far higher—an estimated 70,000 workers who could share in payments totaling some $220 million.

The government indicated that the only states whose laws permit them to make redeterminations are Colorado, Missouri, New Jersey, New York, Oregon, Pennsylvania, Tennessee, Washington and West Virginia. In addition, it said, Wisconsin is studying whether its law will permit them to reopen the cases.

The UAW pledged that it will not only monitor compliance in those states, but will encourage other states to reopen similar cases. The union said it will consider further litigation at either the federal or state level if the rate of redeterminations is unsatisfactory.

The disputed claims involve only the period up to September 30, 1981.

Teamsters open national talks for 200,000 truckers

Continued from Page 1

Committee members from the union's area conferences and IBT staff then reviewed the proposed contract changes and consolidated them into a unified list of national and monetary contract demands. Other members of the negotiating committee studied supplemental proposals on contract language, working conditions and grievance system changes, while a separate group studied the concerns and problems of the separate industries covered by the agreement.

Last October, the IBT mailed a survey questionnaire to all union members covered by the master agreement, asking for their views and participation in the negotiating process. The confidential survey asked Teamsters to weigh various financial benefits—including health and welfare benefits, holidays and vacations, sick leave, wages, bonuses and cost-of-living payments.

Members also were asked to evaluate the grievance process, current wages, hire rates and job safety and health concerns. The 55,000 responses were consolidated and reported to the negotiating committee.

Local union representatives whose members are covered by the national pact reviewed the entire package of proposals and recommendations last December and fashioned the union's key bargaining goals.

The second round of talks will resume in Washington Feb. 2.

Contracting-out assailed as public service threat

Takeover by corporate giants seen

If the Reagan Administration succeeds with its plan to turn major public services over to the private sector, taxpayers could find their government dominated by a handful of "uncontrollable" corporate monopolies "unresponsive to citizen needs or government oversight," AFSCME warned.

With contracting out of public services expected to be the centerpiece of White House budget proposals for fiscal 1989, the union registered strenuous objections to the scheme with the 12-member President's Commission on Privatization.

"Increased privatization is a short-sighted solution which is giving rise to a new set of dangerous possibilities," AFSCME Research Director Linda Lampkin charged. State and local governments already contract out a major share of public services to private firms, she emphasized, and they're learning to their sorrow that this process "has serious shortcomings."

Reagan created the commission last September to devise plans to turn over significant federal services to the private sector. Its report is not due until March, but the Office of Management & Budget has already developed a number of proposals for inclusion in the Administration budget that goes to Capitol Hill next month.

AFSCME's 1.4 million state and local government employees have had first-hand experience with the "long-term disadvantages of privatization," Lampkin told the commission.

These problems, she said, range from escalating costs to social setbacks for women and minorities, and open the door to wholesale corruption.

Lampkin charged that dollar costs increase significantly when state and local government services are privatized. At the same time there has been a marked decrease in both the quality and quantity of services rendered the public.

The union zeroed in on expected Administration proposals to turn some prison operations over to private contractors.

Serious concerns

"Serious legal, ethical and public policy questions are raised with the contracting out of correctional services," Lampkin emphasized. Taxpayers could incur major financial liability if private operators use unreasonable or deadly force against inmates, she said. And corporate operators could deny prisoners parole in order to keep correctional facilities "operating at maximum capacity" and thus reap bigger profits, she said.

AFSCME denounced the "rush to privatization" as an "abdication of responsibility rather than a commitment to better government." And, it told the commission, the selling off of government programs to the profit-making private sector is "a one-shot means of deficit reduction rather than a clearsighted economic policy that reduces wasteful expenditures."

Although the Administration claims privatization will be a boon to small business, Lampkin said there is overwhelming evidence that the biggest beneficiaries have been large conglomerates that obtain contracts "with a low bid to get a foot in the door" and then reap huge profits by exploiting loopholes in contracts or renegotiating fees to cover huge cost overruns.

"Not only is the cost of contracting out usually higher than expected," she told the commission, "but there is also a high price to pay" in terms of government credibility with the public. The contractor's goal of maximizing profits "often leads to cutting corners" on the quality of service. This is accomplished by hiring low-wage, inexperienced workers and by skimping on contract obligations.

Corruption possible

Moreover, Lampkin testified, the use of consultants and contractors to perform public services frequently leads to such widespread corruption as bribery, kickbacks, collusive bidding, conflicts of interest and charges for work not performed.

"Contracts for public services often become vehicles for political patronage to reward cronies and campaign supporters," she said, "just as in the days of the spoils system when public jobs were doled out as patronage."

In addition, the AFSCME official pointed out, privatization has enormous social repercussions. Traditionally, the public sector has provided greater employment opportunities for women and minorities, Lampkin explained. She cited a 1985 federally funded report by the Joint Center for Political Studies showing that contracting out has imposed a "disproportionate" burden on these workers.

If the Administration goes forward with its scheme, she said, it would "nullify government's stated affirmative action policy to increase equal opportunity and encourage advancement for women and minorities."

Lampkin challenged the claim that privatization "merely shifts jobs from the public to the private sector." This argument, she said, ignores the fact that private contractors pay lower wages, offer less opportunity for career advancement, and usually skimp on insurance coverage, retirement programs and other fringe benefits.

Instead of turning to the private sector to provide public services, she urged, government should concentrate on developing more "effective and efficient" operations.

Across the country, Lampkin pointed out, AFSCME members have worked with state and local public agencies that have accepted the challenge to contain costs without cutting services that taxpayers expect and to which they're entitled.

"It is unfortunate," she added, "that many of today's public managers appear to have abandoned their initiative for efficiency and have yielded to the pressures of private-sector firms."

Trade gap good sign in Reaganland

Continued from Page 1

spread concern over the trade deficit as "single-entry bookkeeping" that ignores "the other side of the ledger."

Thanks to his Administration's low-tax policy, Reagan claimed, the United States has been "the engine keeping the world economy moving forward" with its citizens buying goods that other countries produce.

The United States is "leading a global movement from the industrial age to the information age," the President asserted.

Production of goods is almost obsolete, Reagan suggested. "More and more in this new economy, mind replaces matter, human invention makes physical resources obsolete."

Large factories and assembly lines can be left to "statist economies," he said, "while the free market, low-tax countries vault ahead into a new era of growth, into a new world economy."

In apparent contradiction, Reagan spoke of the need for "debt-ridden Third World nations to generate trade surpluses to service their debt" while insisting that the United States is immune from that pressure even though its foreign debt is vastly greater.

Americans can do their part, he suggested, by buying the products others produce.

The President acknowledged that over the long haul it would be desirable to reduce the gap between U.S. exports and imports, which has widened in each year of his Administration. But not through "protectionist" legislation now being considered in Congress, Reagan insisted.

No solution

The best solution, he suggested, is for other nations to become "more like us."

If other countries lower taxes, their citizens will have more to spend and invest, the President said. He contended that tax revenues increase whenever taxes are reduced "because there is an incentive for people to earn more."

But if Reagan was unconcerned over the trade deficit, he termed the budget deficit "an embarrassment and shame"—blaming it on overspending by Congress. At the same time, Reagan complained that Congress hasn't funded all of the military spending increases the Administration has sought.

At one point, Reagan complained that Congress had cut $125 billion from defense spending over five years—a claim that puzzled those who were aware that Congress had voted huge increases in the military budget at the Administration's prodding. It turned out that the defense "cuts" referred to additional increases the President had asked Congress to authorize.

The war on poverty launched by President Johnson in 1965 was the root of America's budget problems, Reagan insisted.

Cleveland hasn't fully recovered from the last recession, but the President assured a questioner that the economy is booming and there won't be another recession.

The only thing that could cause a recession, he explained, would be for the media to continue "quoting people about pessimism." He said "doom-criers" could start a recession by causing families to decide "not to buy a new car this year."

That is "what does frighten me," Reagan said.

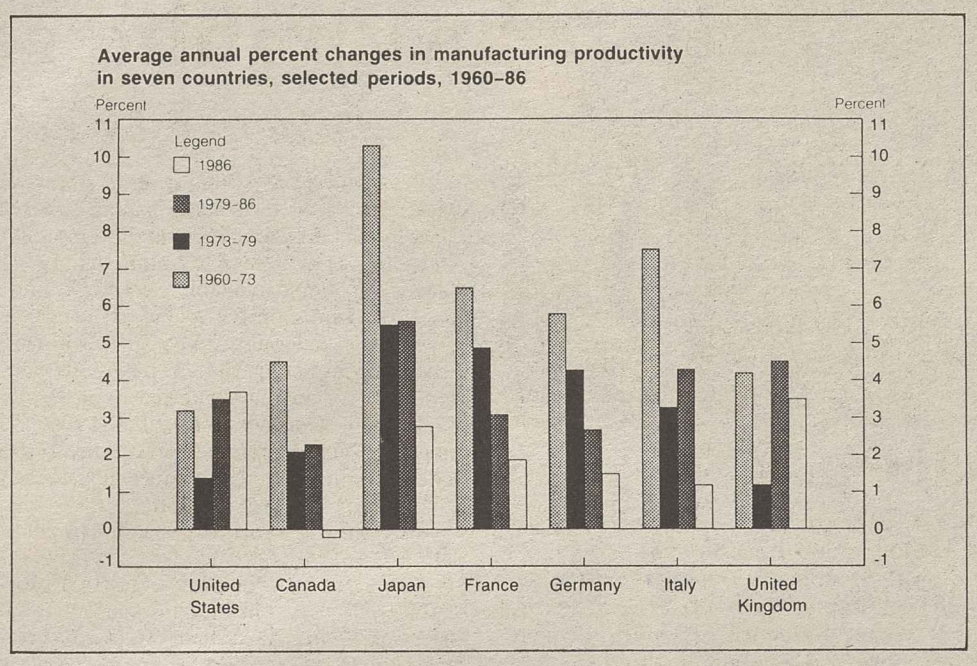
U.S. productivity gains lead industrial nations

American manufacturing workers produced more at lower cost than their counterparts in other industrial countries during 1986, the Bureau of Labor Statistics reported.

It marked the fourth successive year of relatively large productivity increases in the U.S. manufacturing sector, BLS economists Arthur Neef and James Thomas note in the December Monthly Labor Review.

Despite the strong showing, manufacturing employment in the United States declined for the second straight year.

The 1986 rise in U.S. manufacturing productivity of about 3.5 percent was higher than increases posted by Japan, Belgium, Denmark, France, West Germany and Italy. Productivity that year dropped slightly in Canada, the Netherlands and Norway, and remained unchanged in Sweden.



Labor costs

Britain's productivity increase was about the same as the United States in 1986. But unit labor costs in Britain and in almost all the other countries were up sharply, while dropping slightly in the United States.

Productivity is a measure of output per hour. Unit costs reflect the relationship between hourly labor costs and productivity.

As measured in U.S. dollars, unit labor costs are substantially affected by the exchange rates of the various currencies.

For 1986, Japanese unit labor costs measured in U.S. dollars rose more than 40 percent, and West Germany's unit costs increased close to that pace. But the Monthly Labor Review article notes that Canadian and Korean unit costs showed little change because their currencies stayed more closely in line with the U.S. dollar.

The authors note that Korea has been added to the BLS tally of comparative unit labor costs for the first time in recognition of its fast-rising role as a world trader of manufactured goods.

Korean imports accounted for 5.6 percent of the U.S. trade deficit in manufactured goods in 1986. Only Japan, Canada, Germany and Japan accounted for larger shares, the article observes.

It notes that Korea's 17-percent jump in manufacturing output far outpaced the other industrial countries. Its growth rate since 1973 has averaged 12 percent a year.

Total hours of labor in manufacturing employment rose in the 1-to-2.5-percent range in Canada, Germany, the Netherlands, Norway and Italy. Most of these countries also had increases in employment. But Italy showed a 2-percent rise in hours worked despite a 1.5-percent decrease in employment.

Both employment and hours worked declined in the United States, Japan, Belgium, France and the United Kingdom. But employment rose 1 percent in Sweden despite a drop in total hours.

Factory jobs lost

Manufacturing employment declined for the 12th consecutive year in Belgium and France, and has dropped in 11 of the past 12 years in Britain.

Hourly compensation rose in the 2.5-to-5 percent range in most countries, but was up in the 6-to-10 percent range in Britain. The United States, Japan and the Netherlands showed the smallest 1986 hourly wage increases.

The article points out the rise in the value of the U.S. dollar in the period before 1985 and the effect of the depreciation that began that year.

In relation to other countries, it noted, U.S. relative labor costs were down 13 percent from 1973 and 1 percent from the previous low in 1977.

When the dollar was strong in 1985, U.S. relative labor costs were 38 percent higher than in 1980. The following year, a cheaper dollar brought a 22 percent decline in relative U.S. labor costs.

Court ruling called hindrance to OSHA enforcement role

The Labor Dept. should appeal a recent court decision which permits an employer to require that the Occupational Safety & Health Administration obtain a subpoena to gain access to injury and illness logs, the AFL-CIO said.

Margaret Seminario, associate director of the Dept. of Occupational Safety, Health & Social Security, called the ruling by the 11th Circiut U.S. Court of Appeals in Atlanta a "bad decision." She disagreed with the court that employers have a privacy interest in the logs that is covered by the Fourth Amendment protection against unlawful searches and seizures.

Employers are required by OSHA to maintain the injury and illness logs and to produce those records upon the agency's request. Under the Reagan Administration, OSHA uses the logs to determine whether to perform a full walk-around inspection. Over the past two years, the agency has imposed large fines on firms that underreport worker injuries and illnesses.

Added obstacle

OSHA already can be required to get a subpoena to gain access to an employer's property to perform an inspection. Now the agency's ability to determine whether to perform a full inspection will be blunted by the requirement that it must obtain a subpoena to view the evidence that could lead to a full inspection, Seminario pointed out.

The case before the court involved an Emerson Electric Co. plant in Longwood, Fla. An OSHA inspector, who visited the plant in response to a worker complaint, was permitted to inspect the facility, but was denied access to the OSHA logs without a warrant. OSHA cited the company for refusing access to the records.

On appeal, Reagan's Occupational Safety & Health Review Commission held that employers retain a privacy interest in the OSHA-mandated records. It said the agency's policy violated the Fourth Amendment to the extent it required employers to provide those records without a warrant or subpoena. The appeals court upheld that reasoning.

The three-judge appellate panel said the Supreme Court has made clear that businesses have a protected privacy interest in commercial property. It held that Emerson's status as an employer covered by OSHA did not remove its Fourth Amendment protections.

Cancer hazard

In another action, OSHA announced it will begin citing employers whose workers are exposed to cancer-causing cadmium at a level one-half the current exposure limit, which is expected to be revised by mid-1989.

Last year, OSHA rejected a petition from the Chemical Workers for an emergency rule on cadmium exposure.

Citations will be issued to employers whose workers are exposed to airborne levels of cadmium greater than 50 micrograms per cubic meter of air as a 15-minute time-weighted average. The agency's standard is 100 micrograms for cadmium fumes and 200 for cadmium dust.

The Chemical Workers had urged a limit of one microgram for cadmium, which causes lung and prostate cancer and kidney damage. An OSHA internal memorandum has estimated that more than 20 percent of workers exposed to cadmium at 100 micrograms for 45 years would die of cancer.

The agency now recommends a medical surveillance program for workers, use of engineering controls to limit exposures, personal and area exposure monitoring, worker training and use of protective equipment.

Steelworkers target toxic hazards

Pittsburgh—The Steelworkers have initiated a nationwide program to help reduce the threat of major industrial releases of toxic substances, mainly in the steel and chemical plants.

The program will be funded in part by the Occupational Safety & Health Administration.

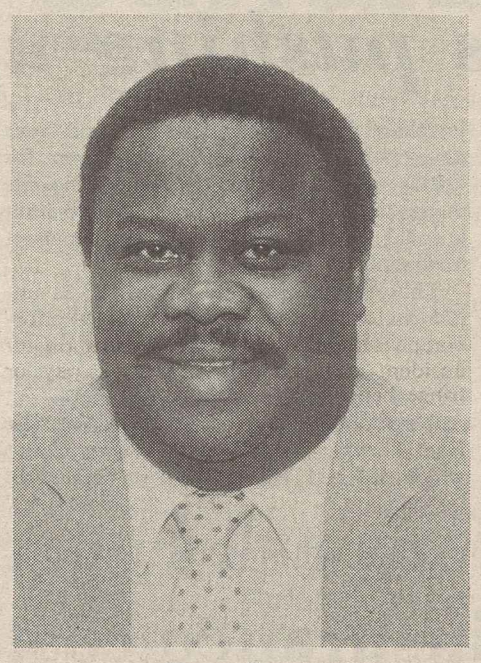
The three-year program will receive $120,000 from OSHA's New Directions program in the first year, with the union providing $80,000 in supplemental funds. In future years, the union share will increase while OSHA's input will decrease, the union said.

The USWA represents more than 40,000 chemical workers at Dow Chemical, Monsanto Chemical Co. and other firms in the industry.

Under the program, which will focus on chemical and steel firms using large quantities of hazardous chemicals, the union has asked more than 500 plants for detailed information on the chemicals they use or store.

The union then will gather information from plants most likely to experience an accidental release of toxic chemicals.

The materials will include information on engineering controls, worker training, monitoring alarm systems, procedures to prevent accidents, and development of plans and equipment for emergency response to accidents.



Green Lewis

Lewis appointed regional director to succeed Sala

Green P. Lewis Jr. will become director of AFL-CIO Region V to succeed James Sala, who has served in the Atlanta-based post since 1974. The changeover is effective Feb. 1 when Sala retires.

Lewis, 42, will retain his position as assistant director of the Dept. of Organization & Field Services to which he was appointed in February 1985. Earlier, he was the assistant director for Region V and served as coordinator for the federation's Houston Organizing Project.

A 20-year member of Service Employees Local 579 in Atlanta, Lewis's volunteer organizing efforts got him placed on the local's staff as a full-time organizer. In July 1969, he joined the federation as a field representative. For eight years, he was the first vice president of the Field Representatives Federation.

Sala, 59, was appointed director of former Region VI in 1971. When the department was restructured in 1974, he became director of Region V.

He joined the federation staff in 1963 as a field representative and coordinated the Baltimore-Washington Cooperative Campaign. From 1969 to 1971, he was coordinator of the Tidewater Virginia Federal Employees Metal Trade Council.

Sala's union career began with Auto Workers Local 738 in Baltimore in 1955. He served as an officer of the local, as well as the central labor council and the Maryland/D.C. AFL-CIO.

Region V comprises Georgia, Alabama, Florida, North Carolina and South Carolina.

Two unions agree on new contract in home services

New York—Two unions representing 26,000 home care workers reached a tentative agreement with an employer council representing 62 nonprofit providers.

The three-year accord covers 6,000 AFSCME District Council 1707 members and about 20,000 members of Retail, Wholesale & Dept. Store Union Local 1199. Service Employees Locals 32B-32J and 144—which represent another 24,000 home care workers—did not join in the coalition bargaining.

The terms of the settlement must be approved by the city's Board of Estimates then presented to union members for ratification. The contract would replace an agreement that expired last June 30.

The agreement calls for an 85-cent hourly raise in the first contract year, raising the salaries of workers with more than 2,100 hours of seniority to $5.30 an hour and those with less to $5. Weekend hourly rates would increase by $1.95, to $6.40 for senior workers and $6.10 for those less senior.

The settlement provides for first-year wage increases for live-in workers, with daily wages to reach $75.75 for workers with the higher seniority and $72.15 for those with less experience, an increase of $20.20.

Health care coverage

The contract also implements a family health insurance plan that includes major medical coverage, a prescription drug plan and dental coverage.

Workers would receive a 40-cent hourly increase in the contract's second year, with a 50-cent raise in the third contract year.

The tentative agreement already had won the backing of several city council members and top borough officials, the unions reported.

Screen Actors re-elect Patty Duke president

President Patty Duke of the Screen Actors was re-elected without opposition to her second two-year term in a nationwide referendum.

Also re-elected were Treas. Yale Summers and Recording Sec. Sumi Haru. Summers has served as treasurer since 1982 and Haru has held the recording secretary post since 1981.

Four new vice presidents—Barry Gordon, Joseph Ruskin, Daryl Anderson and Frank Aletter—were elected as at-large and Hollywood representatives in contested races. Union members also voted in 14 new members of the board of directors who will serve three-year terms.

Tasty message

New Year's Day Rose Bowl Parade featured an entry by Bakery, Confectionery & Tobacco Workers Local 37 of Los Angeles. The mammoth float had Miss California, Diana Magana, aboard. Decorators used more than 70,000 roses, carnations, orchids, chrysanthemums and irises, as well as a batch of walnut shells, onion seeds and seaweed. This was the 39th year the BCT has participated in the Pasadena, Calif., parade.

Funding bill trims budget of Labor Dept.

The Labor Dept., along with other government agencies funded in a catchall appropriations bill, will take a 4.26-percent cut from budget figures Congress had previously projected.

The omnibus appropriation measure, incorporating 13 regular appropriations bills, reflects the deficit reduction agreement between the White House and congressional leaders that cut back defense spending by $5 billion and discretionary domestic spending by $2.6 billion.

Despite the cutback, the $5.6 billion allocated to the Labor Dept., in addition to various trust funds, is above the $5.5 billion the Administration had originally sought in its budget request.

The largest portion of the department's budget—accounting for $3.8 billion—is for employment and training services, mostly in Job Training Partnership Act grants to states.

The figure does not include $287 million sought for assistance to dislocated workers under a proposed new program which is included in the omnibus trade bill awaiting final action by Congress.

Job Corps funds

Congress has continued to reject Administration attempts to greatly curtail the Job Corps training program for disadvantaged youth, including several centers operated by unions.

The Job Corps will receive $716 million in the current fiscal year, up from $656 million last year and $652 million sought by the Administration. Part of the funds are for new training centers.

The budget package includes $235 million for the Occupational Safety & Health Administration, a cutback from spending levels previously approved by Congress.

OSHA's federal enforcement activities are budgeted at $111.6 million, up by $16.5 million from last year. But the matching OSHA grants for state-run job safety and health programs drop to $40.4 million, which is $11 million under last year's funding.

A separate appropriation for the National Institute for Occupational Safety & Health, at $70 million, is $4 million more than the Administration had sought.

Health costs pushing up premiums

Continued from Page 1

ment program for patients needing costly or continuing care.

Greater use of alternative delivery systems such as preferred providers and health maintenance organizations also can reduce out-patient treatment costs, as well as long-term cost-containment measures including employee assistance and wellness programs, she stressed.

"Cost containment programs in the early 1980s focused almost completely on in-hospital expenses," Ignagni said. The government set limits on fees to physicians and hospitals for Medicare patients and later developed a schedule of payments for DRGs—diagnostic related groups. Benefits managers and insurers also sought to limit hospital stays and encouraged out-patient treatment.

Those programs were successful, as unions and employers gathered detailed information on utilization rates, provider organizations, insurers and quality of care issues, Ignagni noted. She cited as an example the cost containment measures adopted by the Auto Workers and General Motors Corp., which reduced in-hospital costs while improving patient care. Those initiatives—implemented in 1983-1984—include mandatory surgical authorization, ceilings on fee payments, a mail order prescription drug plan and mandatory second opinions, with targeted savings of $20 million. In 1984, the UAW-GM joint committee expanded its cost-savings program.

The UAW has established similar health care cost committees with Chrysler Corp. and General Motors Corp.

Now, unions and employers must impose that same accountability on the out-patient side, Ignagni urged, by negotiating rates and services with health care providers and third-party insurers. She also stressed the need to review utilization rates and the quality of out-patient programs to identify potential problems or excessive use.

Other factors contributing to the rising cost of getting and staying well include new and often expensive treatment methods, the growing number of retired workers whose benefits are financed by a smaller number of workers, and extensive testing by physicians wary of malpractice lawsuits.

Action needed

Ignagni noted that some benefits managers are pressing for a government response to the rising rates, including caps on physician fees and changes in the way physicians are paid. While physicians currently have greater financial incentive to provide costly, technologically advanced services, some managers are advocating a payment system based on the amount of quality time a physician spends with patients.

New York unions ask court to hold down insurance cost

Albany, N.Y.—The New York State AFL-CIO has filed suit to halt a 63-percent premium increase being imposed on the state government's health insurance program. The state supreme court granted a temporary restraining order blocking the insurance carriers from collecting the premium increase until the suit is settled.

The state federation's lawsuit represents 15 public employee unions whose members are covered by the health plan. State AFL-CIO President Edward J. Cleary said the federation "cannot tolerate the blatant disregard for New York State workers and taxpayers who will be asked to foot the bill of over $180 million in losses" accumulated by the insurance companies over the past two years.

The insurance program, called the Empire Plan, was awarded to Metropolitan Life Insurance Co., Blue Cross/Blue Shield and Equitable Life Insurance Co. in 1985 after they beat out bids submitted by Group Health Insurance Co., the only unionized carrier, Cleary said. The plan covers 1.2 million people, including about 700,000 dependents of public employees.

At the time the insurance contracts were awarded, Cleary said, taxpayers were told the state would save $200 million by changing carriers. "Basically, the companies lowballed the bids, but they were protected by the contract they signed with the state," he charged. That agreement provided that the insurers could recoup any losses if they filed notice 120 days prior to the expiration of the contract.

Rapid hikes

Cleary said the state was notified last April that the insurers would be imposing a 25-percent premium increase. That figure was upped to 40 percent and then 63 percent before the unions were told about planned hikes. The premiums for retirees will increase nearly 100 percent, he said.

The increases will total about $187 million—$140 million to Metropolitan, $37 million to the Blues and $10 million to Equitable. The annual premium for family coverage would skyrocket from $2,700 to $4,360 with the state employees share being 25 percent, Cleary said.

About 30 school districts in the state and Nassau County have also filed suits regarding the planned rate hikes.

The granting of the restraining order on the insurers came just in time, Cleary said, as they had already started to deduct the added premiums from the January 1988 benefit checks to retired state workers.

More cuts

House Ways & Means Committee Chairman Dan Rostenkowski (D-Ill.) accused the Reagan Administration of reneging on a budget agreement reached last November for Medicare funding.

In a letter to Director James C. Miller III of the Office of Management & Budget, Rostenkowski charged that reports of Administration attempts to further slash Medicare benefits demonstrate "bad faith" by the White House.

OMB wants additional cuts in Medicare, claiming that changes in the program miss the budget agreement's mark by about $1.25 billion.

But Rostenkowski disputed the claim, noting that the budget savings were based on Congressional Budget Office estimates instead of OMB figures.

"The contention that the enacted Medicare savings do not meet the summit agreement was nonsense when it was first raised and is nonsense now," he countered.

Lower import ceiling urged on Japanese cars

Detroit—Auto Workers President Owen Bieber was joined by the leading U.S. auto manufacturers in asking the Reagan Administration to press Japan to limit auto exports to the United States to 1.7 million cars.

The present ceiling Japan has set, in the year running to March 1988, is 2.3 million.

Bieber, along with Chrysler Chairman Gerald Greenwald and Ford Vice Chairman Harold Poling, noted that Japanese firms expect to build 1.7 million cars in the United States in 1988. Additional imports should be held to that level, they said. General Motors President Robert Stempel, while not advocating a quota figure, termed the 1.7 million proposal "a rational approach."

Paperworkers sue for checkoff aid

Mobile, Ala.—The Paperworkers filed suit to force International Paper Co. to collect a voluntary $10 monthly dues increase that was approved to support striking and locked-out workers at four IP plants.

U.S. District Judge Emmett R. Cox heard oral arguments and received written testimony on Jan. 7. His ruling is expected by early February.

IP initially collected the added dues payments at 17 sites where UPIU members approved the voluntary dues increase. Then in late October 1987, the company refused to collect the full dues, claiming it would be liable if any union members protested the payment.

UPIU President Wayne E. Glenn said "the company's action and its transparent rationalizations leave us no alternative but to view the move as an attempt to literally starve our members into accepting unjustified concessions."

The additional dues, which amount to about $71,000 a month, were to be used for benefits for 1,200 workers locked out of IP's plant in Mobile since last April and more than 2,000 members on strike at IP plants in Jay, Me., DePere, Wis., and Lock Haven, Pa.

The suit seeks a preliminary injunction to force IP to collect the dues until the issue is resolved. The union is fighting the company's action on two other fronts—it has filed grievances at the 17 plants involved and has filed unfair labor practice charges with the National Labor Relations Board, charging that the company "willfully violated" its collective bargaining agreements.

IP has agreed to expedited arbitration of the grievances, which will be consolidated into a single complaint. Hearings will begin Jan. 29.

UPIU leaders pointed out that IP is the only employer of about 1,200 the union has contracts with that has expressed concerns about liability in collecting full dues.

AFL-CIO news

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REPORT ON CONGRESS

By Lane Kirkland

After six long years of Ronald Reagan, 1987 ushered in a Democratic-controlled Congress better equipped to stand up and fight for American workers and their legislative agenda.

Although the 1986 Senate election victories and subsequent elimination of right-wing leadership of key committees did not guarantee liberal and pro-labor achievements, it did result in important progress. By the end of 1987, the labor lobby, bolstered by grass-roots lobbying and the staunch support of the Democratic leadership in the Congress, had chalked up one of its most impressive years in memory.

The first confrontation between Congress and the Reagan Administration proved a major embarrassment for the President. He had angered Congress with his veto of a highway construction reauthorization bill to provide the billions of dollars necessary to repair the nation's crumbling infrastructure and generate over 700,000 jobs. Scores of Republicans deserted the President as the House and Senate both overrode the veto.

Democratic control in the 100th Congress also pushed trade reform legislation to center stage. After being stalemated by Republican free traders for the last half dozen years, the House and Senate both passed trade bills with tough remedies to combat the unfair trade practices of our global competitors. These omnibus trade bills are now before a conference committee. Early passage of a strong bill is a major priority for the AFL-CIO.

On another trade issue, the House passed legislation to limit imports of textile and apparel products. Senate floor action on this trade bill is expected during 1988.

The Democratic Congress also set an ambitious agenda on worker rights issues. First among these was legislation to give workers advance notice of plant closings. Facing a likely Republican-led filibuster, Senators Kennedy and Metzenbaum teamed up to add the plant closing measure to the Senate trade bill. Republican efforts to remove it were beaten decisively.

In other action, the Senate beat back conservative attacks on labor standards. Texas Sen. Phil Gramm tried three times to attack labor standards. And three times—on the Davis-Bacon Act, the Service Contracts Act and collective bargaining protections for mass transit workers—he lost by lopsided votes.

On other labor issues, the House passed legislation to outlaw double-breasted contracting in the construction industry, protect workers hurt by airline mergers, establish a high-risk notification system for workers exposed to job-site toxic substances, and a measure to outlaw the use of lie detectors in private sector employment.

A fifth bill—to reform the Hatch Act and restore to federal government workers the political rights enjoyed by other American citizens—passed with overwhelming bipartisan support as the House Republican leadership joined in this effort despite Reagan Administration opposition. While the airline workers' merger protection bill has made it through the Senate, the others may face tough going and some may have already been tagged "veto bait" by the Reagan Administration.

The most well-publicized legislative clash of the year came on the President's controversial nomination of Judge Robert Bork to be an Associate Justice of the Supreme Court. Working through the Leadership Conference on Civil Rights, a coalition of labor and other organizations generated back-home constituent pressure that led to the overwhelming defeat of the Bork nomination—and still another embarrassing setback for the President as key Senate Republicans deserted him again.

There were other examples of labor working as the "people's lobby" in coalition with other long-standing allies. The AFL-CIO backstopped lobbying on behalf of the nation's senior citizens in promoting health care legislation to help alleviate potentially ruinous medical expenses for the nation's elderly in the event of catastrophic illness. Alongside anti-poverty groups we beat back efforts to slash housing funds for the poor and cripple welfare reform legislation. With consumer watchdogs, we tried to codify the Fairness Doctrine to protect the integrity of the airwaves, but lost out to a veto. With the civil rights community, we worked for legislation to provide long-overdue reparations for the Japanese-American victims of World War II internment.

On many of these issues, labor's successes and labor's agenda could not have been accomplished without the support of the Democratic leadership of Senate Majority Leader Robert Byrd and House Speaker Jim Wright. But these allies in labor's fight for social and economic justice were not labor's only advantage.

An expanding and aggressive grassroots lobbying program helped put additional pressure on those Democrats and Republicans who needed to hear that union members back home cared about the crucial issues outlined in this voting record. In 1987 the AFL-CIO used an arsenal of grassroots weapons to build constituent pressure—Legislative Action Committees in targeted districts, state federation teleconference strategy sessions with key members of Congress, mailgram campaigns, postcard and letter-writing efforts, face-to-face meetings with "swing vote" lawmakers, direct mail and phone bank outreach, call-in campaigns aimed at the local offices of federal legislators, plant gate handbilling, video technology and media support tactics. Each of these techniques was used with increasing sophistication and effectiveness in the House fights on such measures as the Gephardt trade amendment and construction industry "double-breasting" and in the Senate battles over plant closing legislation and Judge Bork. These tactics plus the assistance of the AFL-CIO's state and local central bodies were key to our successful year on Capitol Hill.

In the final analysis, after too many years of being on the defensive, labor's turn at the plate came because conservative forces no longer controlled the Congress, and union members participated by the thousands in labor's grassroots lobbying campaigns.

This year—the second session of the 100th Congress—will be even more important as labor seeks to move House-passed initiatives through the Senate and onto the President's desk. Veto override fights may become frequent and labor won't win them all, but the veto battles will be part of the 1988 political campaign and it will be our job to educate union members and their families on issues important to all workers.

As union members and their families get ready to go to the polls in 1988, this voting record gives them an accounting of how their lawmakers voted on critical issues in 1987.

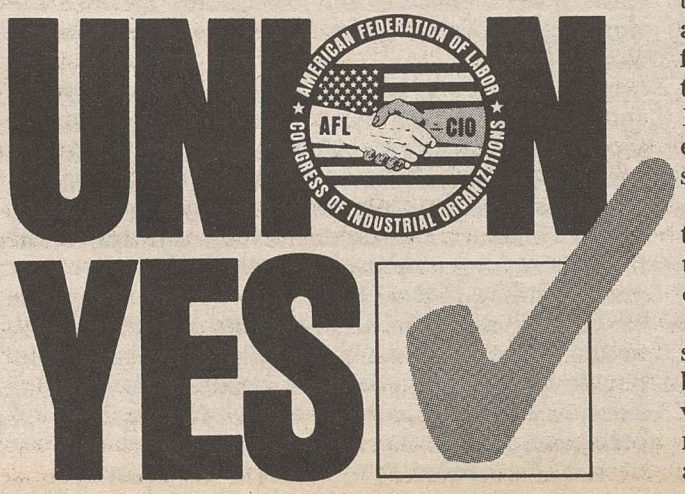
I hope the members of our affiliated unions will study this record—in terms of issues and votes—before they make any Election Day decisions. These voting records help to determine COPE endorsements, but just as important, they help to create an informed electorate.

Labor's 1987 report card on Congress tabulates the votes on major issues of concern to the AFL-CIO in the first session of the 100th Congress.

House members have been judged on 15 key issues—"R-right" or "W-wrong"—on the basis of the position the AFL-CIO took on the legislation. Senators have been rated on 10 key votes.

The tables also include the cumulative voting record and cumulative "right" percentage of each member since election to the House or Senate. With the voting records are brief descriptions of the issues—what the vote was about and its importance to the labor movement and the nation.

Issues of prime importance to labor are the first 12 votes in the House and the first seven votes in the Senate. In the tabulations they are the votes listed to the left of the rules.



MAJOR ISSUES IN THE HOUSE

Grassroots message is sent to Capitol Hill by Cincinnati union members rallying in import-battered Norwood, Ohio, in support of strong trade legislation.

1. Trade I

In 1987, America's economic woes were exacerbated by the effects of the record $170-billion 1986 trade deficit. With thousands of plants being padlocked, surrounding communities devastated and millions of jobs lost, the 100th Congress began to come to grips with legislative remedies necessary to restore fair trade as the guiding principal in international commerce. But the long wait for trade legislation cost the United States its pre-eminent economic role in the free world as, for the first time since 1914, our country became a debtor nation, forced to borrow funds from abroad to pay its bills. In 1986 alone, the United States borrowed $256 billion, with economists projecting that this figure would reach $1 trillion by 1990.

Early in 1987, trade reform legislation was reported out of the House Ways & Means Committee. Designed to combat unfair trade practices and restore trade balance, the legislation, however, failed to include specific language providing specific goals, methods and timetables for reducing the trade deficit. When the bill came to the House floor Rep. Richard Gephardt (D-Mo.), the lead sponsor of the bill, offered a key labor-backed amendment to restore the original enforcement mechanism. His amendment would require the International Trade Commission to determine which of our major trading "partners" had excessive trade surpluses and if unfair trade practices contributed to that advantage. If both conditions existed, the President would have eight months to negotiate or eliminate unfair trade practices. Failure to achieve one of these goals would require the President to take action to reduce the deficit with the offending countries by 10 percent a year starting in 1989. Despite strong Administration opposition, the House approved the Gephardt amendment by a narrow 218-214 vote on Apr. 29. The trade bill was later approved by the House and sent to the Senate.

For—Right Against—Wrong

2. Trade II

By the fall of 1987 the House and Senate were in conference on their respective versions of the trade legislation. House Republicans opposed to the Gephardt amendment tried to pull an end run on the House floor under the leadership of Republican Majority Leader Bob Michel (R-Ill.). Michel offered a motion to instruct House conferees on the trade bill to drop their support for inclusion of the Gephardt amendment in the final trade legislation. Michel's motion failed by a 175-239 vote on Nov. 14.

For—Wrong Against—Right

3. Trade III

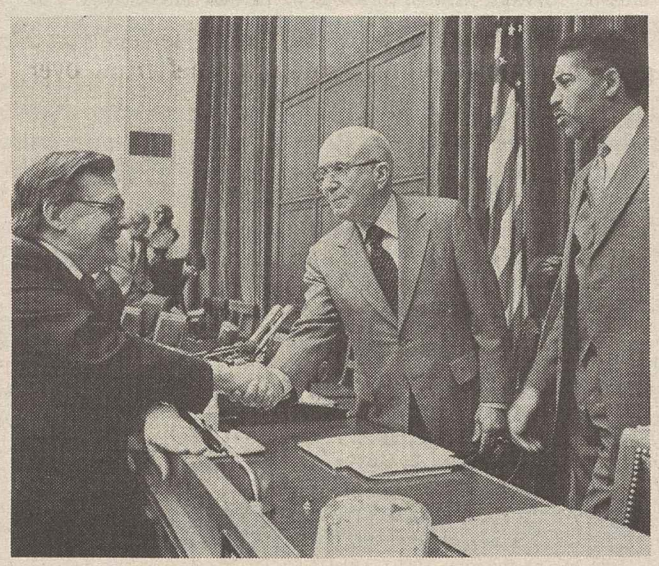
During the 100th Congress the continued public outcry over record-level U.S. trade deficits and the loss of American jobs to imports kept the trade issue at political center stage. The House responded by passing specific legislation to deal with an economic sector badly battered by the flood of low-wage imports—the textile and apparel industry. Despite 1974 international trade agreements to provide for the orderly growth of textile and apparel imports, these imports mushroomed from 12 percent of the U.S. market in the early 1970s to nearly 50 percent by 1987. The result: over 300,000 jobless American textile workers.

The bill would force compliance with existing trade agreements for textiles, while also providing relief for the import-stricken shoe industry. President Reagan vetoed similar legislation late in 1985. Under the 1987 version, imports of 185 categories of textiles and apparel would be limited to a 1-percent annual increase, based on 1986 levels, and imports on 15 categories of shoes would be frozen at 1986 levels. Despite continuing Reagan Administration opposition and a lobbying blitz by retail associations, the House passed the textile bill on Sept. 16 by a 263-156 vote. Senate action is expected in 1988.

4. Jobs

The first major legislative confrontation between the 100th Congress and President Reagan came early on jobs legislation. With the nation's transportation infrastructure decaying, its roads and bridges deteriorating, Reagan vetoed an $88-billion highway/mass-transit funding bill. With 700,000 construction jobs hanging in the balance, the House, in a major setback for President Reagan, voted by a lopsided 350-73 margin on Mar. 31 to override the veto as scores of Republican representatives deserted Reagan and joined the override effort. The Senate also overrode the President's veto.

For—Right Against—Wrong



AFL-CIO President Lane Kirkland confers on strategy with two staunch allies of labor—Rep. Augustus Hawkins (D-Calif.), chairman of the House Education & Labor Committee, and Rep. William Clay (D-Mo.).

5. Construction Industry Contract Protections

In 1959, the federal laws governing the rights of workers to join a union and bargain with an employer were amended to recognize the unique nature of work in the construction industry. Congress enacted Section 8(f) of the National Labor Relations Act (NLRA) to allow construction unions to enter into pre-hire agreements with their employers. In return for access to a pool of skilled employees, a construction contractor agrees that work will be performed in accordance with a union contract.

In recent years, however, construction industry employers have been engaging in a practice known as "double-breasting," whereby contractors with collective bargaining agreements establish a second, non-union company which is not covered by the contract. The employer then transfers work from its union company to its non-union alter ego, circumventing federal labor law. To stop this double dealing, the AFL-CIO supported an amendment to the NLRA by Rep. William Clay (D-Mo.) to ban double-breasting. On June 17, despite strong opposition from the Chamber of Commerce, building contractors and other business groups, the House passed the legislation by a 227 to 197 vote.

6. Job Safety

Thousands of toxic substances and physical agents are in wide industrial and commercial use in the United States. As a result, approximately 11 million workers are exposed to known carcinogens. About 100,000 workers die and 240,000 more are disabled each year from the occupational diseases caused by these exposures.

In response to this growing crisis, the AFL-CIO endorsed legislation in 1987 to promote early detection and prevention of occupational diseases. This legislation, the first occupational safety and health initiative in years, would establish a system to provide notification, information and medical monitoring to high-risk workers. The bill would establish a federal Risk Assessment Board in the Dept. of Health and Human Services to identify and notify individual workers in danger of contracting occupationally induced diseases and to counsel them appropriately on medical surveillance procedures.

During debate on the bill, Rep. James Jeffords (R-Vt.) introduced an amendment to effectively kill the labor-backed bill by substituting a two-year study on the need for an occupational disease risk-notification program and mandating more stringent enforcement of existing occupational safety laws. Despite strong support from the Chamber of Commerce, the Jeffords amendment was defeated by a vote of 191 to 234. The House later passed the High Risk Notification bill and sent it to the Senate.

For—Wrong Against—Right

7. Polygraph Protection I

The use of polygraphs and other so-called lie detectors has reached shocking levels in America's workplaces. Workers in the private sector are subjected to more than two million "lie detector" tests every year, four times the number given just ten years ago. According to estimates, at least 200,000 Americans lose jobs or are denied their employment opportunities solely because of inaccurate "lie detector" tests. Because of the continuing widespread abuse of polygraphs and their lack of reliability, 22 states have limited or outlawed polygraph examinations in the workplace. But a state-by-state approach to banning these devices would take years to accomplish. Thus,a uniform federal prohibition is needed.

To put an end to this abuse of workers' rights, the AFL-CIO supported bipartisan legislation introduced by Reps. Pat Williams (D-Mont.) and James Jeffords (R-Vt.) which outlawed the use of polygraphs in private-sector workplaces. When the bill came to the House floor, opponents of the legislation, led by Rep. Marge Roukema (R-N.J.), lined up a series of industry exemption amendments. Since labor and other groups backed an all-out ban on polygraphs because they do not work, supporters of the exemption amendments, in essence, viewed lie detectors as effective employment screening devices. Roukema's first amendment would have exempted certain security guards. Despite strong labor lobbying against the amendment, it passed by a narrow 210 to 209 vote on Nov. 4. Of the other exemption amendments, only one passed as the House approved the anti-polygraph bill.

8. Polygraph Protection II

In a second assault on the anti-polygraph bill, Rep. Bill Young (R-Fla.), backed by Rep. Buddy Darden (D-Ga.), offered a substitute amendment to allow private employers to use polygraph tests as long as they told employees it was voluntary and followed specific guidelines. By setting guidelines for administering polygraph tests, those supporting the Young amendment were, in effect, giving legitimacy to the accuracy and use of lie detectors. Despite a lobbying blitz by the Chamber of Commerce, the House on Nov. 4 rejected the Young substitute amendment by a vote of 169-242.

For—Wrong Against—Right

9. Collective Bargaining Rights

After seven years without any new legislation to address the growing housing crisis, both the House and the Senate adopted new Housing Authorization bills in 1987. One important provision of the House bill protected existing collective bargaining rights for affected housing authority workers. The legislation stipulated that resident management corporations for public housing units must abide by pre-existing collective bargaining agreements with public housing employees. On June 10, anti-worker conservatives led by Rep. Steve Bartlett (R-Tex.) introduced an amendment to strike this important collective bargaining protection from the bill. This attack on trade union rights was defeated by a vote of 176 to 249.

For—Wrong Against—Right

10. Hatch Act Reform

Since 1939, the Hatch Act has disenfranchised 2.8 million federal and D.C. government employees from participating fully in partisan political activities. These employees are barred, for example, from working phone banks, handing out leaflets, running for convention delegate, publicly endorsing candidates, putting up yard signs and other activities. The original rationale for the Hatch Act of 1939 was to prevent political appointees from coercing employees into partisan campaign work. Today, however, these government employees are protected from such coercion by their unions, new laws and agencies in the federal government that did not exist in 1939.

Legislation to restore basic and fundamental political rights to these American citizens was introduced in 1987 by Rep. William Clay (D-Mo.). The Hatch Act reform bill would allow federal employees the right to engage in partisan political activities away from the job site, while strengthening the existing protection against political coercion by supervisors. Despite Reagan Administration opposition and with strong bipartisan support, the House agreed to a motion by Rep. Pat Schroeder (D-Colo.) to suspend the rules and passed the bill by a 305-112 vote on Nov. 11. The Hatch Act reform bill is now awaiting action in the Senate.

For—Right Against—Wrong

11. Cargo Preference

U.S. economic aid to developing countries has increasingly shifted away from shipments of American products to the direct exchange of foreign aid funds. As a result, agricultural, manufacturing and maritime workers no longer derive the benefits they once did from taxpayer-financed foreign aid subsidies. During debate on a foreign aid bill, Rep. Robert Torricelli (D-N.J.) introduced an amendment to encourage the President to provide aid whenever possible in the form of commodities rather than cash transfers. His amendment also required that all products and commodities purchased with U.S. aid be bought from the United States unless bought locally and that 50 percent of U.S. commodities be transported by American ships. Farm state Republicans, long opposed to such cargo preference protections, countered with an amendment by Rep. Virginia Smith (R-Neb.) to exempt the major category of goods shipped—agricultural products—from the Torricelli cargo preference provision. Despite labor opposition, the Smith amendment was approved 225-192 on Nov. 19.

For—Wrong Against—Right

12. Railroad Jobs

In 1970, when Congress established AMTRAK to

AFL-CIO Sec.-Treas. Thomas R. Donahue addresses CWA grassroots lobbyists before they make their rounds on Capitol Hill.

system, it recognized that a balanced transportation system was a critical national need. Today the AMTRAK system carries some 40 million passengers throughout 44 states, serving over 500 communities. Since 1981 the Reagan Administration has tried to wipe out all AMTRAK subsidies, and with them, more than 25,000 railroad jobs, while eradicating intercity rail passenger service, with a particularly harsh impact in northeastern states. Such layoffs would have carried a price tag for the taxpayer of up to $2.1 billion in federal severance pay, with an additional $5.2 billion loss in the sale or scrapping of AMTRAK equipment. The House has successfully resisted the elimination of AMTRAK, but the Administration has succeeded in slashing more than $160 million from its funding in recent years.

During 1987 House debate on a transportation appropriations bill, Rep. Alex McMillan (R-N.C.) offered an amendment to slash AMTRAK funding by another $20 million, thereby freezing AMTRAK funding at 1986 levels. By a 171-221 vote on July 13, the House rejected the McMillan amendment.

For—Wrong Against—Right

13. Retiree Health Care

The AFL-CIO has long supported legislation to give the elderly of this country relief from overwhelming medical costs incurred due to acute or chronic illness. Often such costs can financially ruin elderly citizens on fixed incomes because such expenses exceed the maximum limits of Medicare. In 1987 the House passed legislation to provide protection against acute, short-term medical costs for the nation's 31 million Medicare beneficiaries. Under the bill, Medicare beneficiaries would be liable only for a total of about $1,800 in direct costs for covered hospital and physician costs, outpatient charges and skilled nursing home care. The ill also provides for a prescription drug benefit, a respite care program and improved medical coverage for poor Medicare beneficiaries. During debate on the bill, Rep. Robert Michel (R-Ill.) offered a substitute bill that would have slashed coverage and benefits. By a 190-242 vote on July 22, the Michel substitute was rejected. The House later passed the bill. Similar legislation has also been approved by the Senate.

For—Wrong Against—Right

14. Low-Income Housing

Reagan era economic policies have helped swell the ranks of the poor, as real wages have dropped and unemployment has remained at high levels. Despite this, conservatives in Congress continued their assault in 1987 on the so-called safety net programs to help the poor and disadvantaged. Since the 1960s, federally subsidized housing has been one of the government's key anti-poverty programs. Today, four million poor Americans are dependent on public housing programs to provide their only place of shelter. In some areas of the country, even this housing is scarce, and new construction is desperately needed to provide shelter for the poor and jobs for the unemployed.

During debate on a $16-billion housing reauthorization bill, Rep. Chalmers Wylie (R-Ohio) introduced an amendment to slash $1.7 billion in federal housing assistance. His amendment also would have redirected badly needed federal funds for the construction of new housing units into the repair and renovation of existing units—a major shift in government housing policy. Lobbying by the AFL-CIO and anti-poverty groups opposed to the Wylie proposal resulted in its defeat by a vote of 179-246 on June 10. Final congressional action on the housing bill remained stalled at the end of 1987.

15. Civil Rights Reparations

One of the many tragedies of World War II was the internment of Japanese-Americans in West Coast detention camps. In all, some 120,000 persons—80 percent of whom were native-born U.S. citizens—were forced from their homes, often at gunpoint, and permitted to take with them only what they could carry. Most of these Japanese-American citizens lost their homes, businesses, farms and all of their personal property. Many spent years at "relocation centers"—bleak camps surrounded by barbed wire in desolated areas of the West. War fever and the fear of anti-U.S. activities by Japanese-Americans were responsible for this massive violation of civil rights.

In 1980, Congress established the Commission on Wartime Relocation and Internment of Civilians to study the internment episode. The commission concluded that "a grave injustice was done to American citizens and resident aliens of Japanese ancestry who, without individual review or any probative evidence against them, were excluded, removed and detained by the U.S. during World War II." The commission report went on to find that "race prejudice, war hysteria and a failure of political leadership" were responsible for the internment of these citizens.

In 1987, the AFL-CIO backed legislation to provide $1.25 billion in reparations to the 62,000 survivors to compensate them for the losses and to offer a national apology to the thousands of Japanese-Americans victimized by wartime internment. After turning aside conservative, Republican-led attempts to delete the reparations funding, the House passed the legislation by a 243-141 vote on Sept. 17.

For—Right Against—Wrong

16. Welfare Reform

In 1987 the AFL-CIO supported H.R. 1720, the Family Welfare Reform Act of 1987, which would establish a comprehensive program of education and training, child care and medical care subsidies and benefit improvements to enhance the income and economic independence of the nation's welfare recipients and their families. Among the key labor-backed provisions in the bill are requirements that the states offer an education program to participants without a high school diploma, limit the time welfare recipients may be required to participate in a workfare program, require that welfare recipients be paid for workfare jobs at the current wage scale or minimum wage, whichever is higher, and prohibit the displacement of regular workers by workfare employees.

The key vote on the welfare reform bill came on the the rule under which the bill would be considered by the full House. The rule was limited to allow only specific amendments and thereby forestall conservative efforts to slash funding even further or weaken federal standards safeguarding labor protections regarding workfare employees. By a 213-206 vote the rule was approved on Dec. 15, and the bill was later passed by the House.

For—Right Against—Wrong

Counting Heads: Before critical vote on a key labor bill, AFL-CIO Legislative Director Bob McGlotten (right) and Associate Director Peggy Taylor confer with Deputy Democratic Whip, Rep. Pat Williams (center), and

HOW YOUR REPRESENTATIVES VOTED

	1	2	3	4	5	6	7	8	9	10	11	12	R	W	13	14	15	16	R	W	%
	Trade I	Trade II	Trade III	Jobs	Double-Breasting	Job Safety	Polygraphs I	Polygraphs II	Bargaining	Hatch Act	Cargo Preference	Railroad Jobs	Total Labor Votes		Retirees	Housing	Civil Rights	Welfare Reform	Cumulative Voting Record		Cumulative Right Percentage
ALABAMA																					
1. Callahan (R)	W	W	W	W	W	W	W	W	W	W	W	W	9	38	R	W	W	W	38	272	13
2. Dickinson (R)	W	W	W	W	W	W	W	W	W	W	W	W	3	10	W	W	W	W	9	39	19
3. Nichols (D)	W	W	W	R	W	W	W	W	W	W	W	W	2	10	W	W	W	W	2	94	13
4. Bevill (D)	R	R	R	R	R	R	R	R	R	A	A	W	6	5	R	R	R	W	6	172	58
5. Flippo (D)	R	R	R	R	R	R	R	R	W	W	W	W	7	4	R	R	W	W	7	124	58
6. Erdreich (D)	R	R	R	R	R	R	R	R	R	W	W	W	7	4	R	R	W	W	7	93	27
7. Harris (D)	R	R	R	R	R	R	R	R	R	R	R	W	11	1	R	R	R	W	11	13	81
ALASKA																					
AL Young, D. (R)	W	W	R	W	W	R	R	W	R	R	R	R	7	5	W	W	R	W	101	135	43
ARIZONA																					
1. Rhodes (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	R	W	R	W	1	15	6
2. Udall (D)	W	W	W	R	R	R	A	R	R	W	W	W	10	1	R	W	R	W	256	42	86
3. Stump (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	16	172	9
4. Kyl (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	0	16	0
5. Kolbe (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	3	44	6
ARKANSAS																					
1. Alexander (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	1	R	R	R	W	187	85	69
2. Robinson (D)	R	R	R	R	R	R	R	R	R	W	R	W	10	1	R	R	R	W	137	41	75
3. Hammerschmidt (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	46	255	15
4. Anthony (D)	R	R	R	R	R	R	R	R	R	W	R	W	10	2	R	R	R	W	81	64	56
CALIFORNIA																					
1. Bosco (D)	W	W	R	W	R	R	R	R	R	A	W	R	8	2	R	W	R	A	55	16	77
2. Herger (R)	W	W	R	W	R	R	R	R	R	W	W	R	1	9	R	W	R	W	2	14	13
3. Matsui (D)	R	R	R	R	R	R	R	R	R	W	R	A	9	1	R	W	R	W	133	17	89
4. Fazio (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	0	R	W	R	W	111	19	87
5. Pelosi (D)	*	R	R	R	R	R	R	R	R	W	R	A	10	1	R	W	R	W	114	14	100
6. Boxer (D)	R	R	R	R	R	R	R	R	R	W	R	A	10	1	R	W	R	W	71	2	97
7. Miller, G. (D)	R	R	R	R	R	R	R	R	R	W	R	A	10	2	R	W	R	W	201	24	89
8. Dellums (D)	R	R	R	R	R	R	R	R	R	W	R	A	12	0	R	W	R	W	258	23	92
9. Stark (D)	R	R	R	R	R	R	R	R	R	W	R	A	12	0	R	W	R	W	221	25	90
10. Edwards, D. (D)	R	R	R	R	R	R	R	R	R	W	R	A	12	0	R	W	R	W	305	21	94
11. Lantos (D)	R	R	R	R	R	R	R	R	R	W	R	A	12	0	R	W	R	W	103	7	94
12. Konnyu (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	3	13	19
13. Mineta (D)	R	R	R	R	R	R	R	R	R	W	R	A	10	1	R	W	R	W	208	135	89
14. Shumway (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	10	W	W	W	W	208	135	86
15. Coelho (D)	R	R	R	R	R	R	R	R	R	W	R	A	10	2	R	W	R	W	124	23	84
16. Dashayan (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	139	51	73
17. Lehman, R. (D)	R	R	R	R	R	R	R	R	R	W	R	A	10	2	R	W	R	W	44	102	6
18. Lehman, W. (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	1	R	W	R	W	69	6	92
19. Lagomarsino (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	28	222	11
20. Thomas, W. (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	15	130	10
21. Gallegly (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	10	W	W	W	W	1	15	6
22. Moorhead (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	10	W	W	W	W	142	245	7
23. Beilenson (D)	R	R	R	R	R	R	R	R	R	W	R	A	10	2	R	W	R	W	142	245	7
24. Waxman (D)	R	R	R	R	R	R	R	R	R	W	R	A	10	2	R	W	R	W	200	28	88
25. Roybal (D)	R	R	R	R	R	R	R	R	R	W	R	A	10	2	R	W	R	W	200	23	93
26. Berman (D)	R	R	R	R	R	R	R	R	R	W	R	A	10	2	R	W	R	W	1	1	97
27. Levine (D)	R	R	R	R	R	R	R	R	R	W	R	A	10	2	R	W	R	W	74	20	78
28. Dixon (D)	R	R	R	R	R	R	R	R	R	W	R	A	10	2	R	W	R	W	122	2	97
29. Hawkins (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	1	R	W	R	W	251	28	89
30. Martinez (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	0	R	W	R	W	2	72	14
31. Dymally (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	0	R	W	R	W	141	14	90
32. Anderson (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	0	R	W	R	W	2	149	5
33. Dreier (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	1	15	5
34. Torres (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	0	R	W	R	W	5	245	2
35. Lewis, J. (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	1	15	6
36. McCandless (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	8	149	5
37. McCandless (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	1	15	6
38. Dornan (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	2	149	5
39. Dannemeyer(R)	W	W	W	W	W	W	W	W	W	W	W	W	1	10	W	W	W	W	1	15	6
40. Badham (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	10	W	W	W	W	1	15	6
41. Lowery (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	10	W	W	W	W	1	15	6
42. Lungren (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	10	W	W	W	W	1	15	6
43. Packard (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	10	W	W	W	W	1	15	6
44. Bates (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	1	R	W	R	W	1	15	6
45. Hunter (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	3	44	6
COLORADO																					
1. Schroeder (D)	R	R	R	R	R	R	R	R	R	W	R	A	7	4	R	W	R	A	187	85	69
2. Skaggs (D)	R	R	R	R	R	R	R	R	R	W	R	A	9	2	R	W	R	A	137	41	75
3. Campbell (D)	R	R	R	R	R	R	R	R	R	W	R	A	10	2	R	W	R	A	46	255	15
4. Brown, H. (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	46	255	15
5. Hefley (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	46	255	15
6. Schaefer (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	9	W	W	W	W	81	64	56
CONNECTICUT																					
1. Kennelly (D)	R	R	R	R	R	R	R	R	R	W	R	A	10	2	R	W	R	A	55	16	77
2. Gejdenson (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	0	R	W	R	A	133	17	89
3. Morrison, B. (D)	R	R	R	R	R	R	R	R	R	W	R	A	12	0	R	W	R	A	114	14	87
4. Shays (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	11	19	37
5. Rowland, J.G. (R)	W	W	W	R	W	W	W	W	W	W	W	W	1	11	W	W	W	W	71	2	97
6. Johnson (R)	W	W	W	R	W	W	W	W	W	W	W	W	1	9	W	W	W	W	201	24	89
DELAWARE																					
AL Carper (D)	R	R	R	R	R	R	R	R	R	W	R	R	11	1	W	R	W	W	54	23	70
FLORIDA																					
1. Hutto (D)	W	R	R	W	W	W	W	W	W	W	R	W	3	9	R	W	W	W	50	24	92
2. Grant (D)	W	R	R	W	W	W	W	W	W	W	R	W	3	9	R	W	W	W	11	102	43
3. Chappell (D)	R	R	R	R	R	R	R	R	R	W	R	W	3	9	R	W	W	W	177	14	93
4. Chappell (D)	R	R	R	R	R	R	R	R	R	W	R	W	4	8	R	W	W	W	16	14	13
5. McCollum (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	16	30	35
6. MacKay (D)	R	R	R	R	R	R	R	R	R	W	R	W	6	6	R	W	W	W	176	34	84
7. Gibbons (D)	R	R	R	R	R	R	R	R	R	W	R	W	6	6	R	W	W	W	182	11	94
8. Young, C. (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	206	32	87
9. Bilirakis (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	47	248	16
10. Ireland (R)	W	W	W	W	W	W	W	W	W	W	W	W	2	10	W	W	W	W	89	58	38
11. Nelson (D)	R	R	R	R	R	R	R	R	R	W	R	W	2	10	R	W	W	W	178	131	61
12. Lewis (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	100	7	93
13. Mack (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	102	7	94
14. Mica (D)	R	R	R	R	R	R	R	R	R	W	R	W	5	7	R	W	W	W	204	10	97
15. Shaw (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	326	26	93
16. Smith, L. (D)	R	R	R	R	R	R	R	R	R	W	R	A	12	0	R	W	R	W	72	5	94
17. Lehman, W. (D)	R	R	R	R	R	R	R	R	R	W	R	A	12	0	R	W	R	W	53	236	18
18. Pepper (D)	R	R	R	R	R	R	R	R	R	W	R	A	12	0							
19. Fascell (D)	R	R	R	R	R	R	R	R	R	W	R	A	12	0							
GEORGIA																					
1. Thomas, L. (D)	W	R	R	W	W	W	W	W	W	W	R	W	5	7	R	W	W	W	43	34	56
2. Hatcher (D)	W	R	R	W	W	W	W	W	W	W	R	W	5	7	R	W	W	W	13	97	12
3. Ray (D)	W	R	R	W	W	W	W	W	W	A	R	W	3	7	R	W	W	W	40	237	14
4. Vento (D)	R	R	R	R	R	R	R	R	R	W	R	W	3	7	R	W	W	W	177	115	92
5. Sabo (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	1	R	W	R	W	137	14	91
6. Sikorski (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	1	R	W	R	W	73	14	84
7. Stangeland (R)	W	W	W	W	W	W	W	W	W	W	W	W	11	1	W	W	W	W	22	170	11
8. Oberstar (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	1	R	W	R	W	217	17	93
IDAHO																					
1. Craig (R)	W	W	W	R	W	W	W	W	W	W	W	W	1	11	W	W	R	W	10	102	9
2. Stallings (D)	R	W	R	W	R	R	R	R	R	W	R	W	7	5	W	R	R	W	24	22	52
ILLINOIS																					
1. Hayes (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0	R	W	R	W	68	34	100
2. Savage (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0	R	W	R	W	101	2	98
3. Russo (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0	R	W	R	A	186	50	79
4. Derwinski (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	69	7	91
5. Lipinski (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	0	R	W	R	W	69	7	91
6. Hyde (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	227	16	96
7. Collins (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	0	R	W	R	A	293	42	87
8. Rostenkowski (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	0	R	W	R	W	45	12	95
9. Yates (D)	R	R	R	R	R	R	R	R	R	W	R	W	6	3	R	W	R	W	87	12	87
																			334	31	92
INDIANA																					
10. Porter (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	16	105	13
11. Annunzio (D)	R	A	R	R	R	R	R	R	R	W	R	W	10	0	R	W	R	W	291	26	92
12. Crane, P. (R)	W	W	W	W	W	W	W	W	W	A	W	W	0	10	W	W	W	W	17	251	6
13. Fawell (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	3	44	6
14. Hastert (R)	W	W	W	W	W	W	W	W	W	W	W	W	2	10	W	W	W	W	2	14	13
15. Madigan (R)	W	W	W	W	W	W	W	W	W	W	W	W	3	9	W	W	W	W	31	72	29
16. Martin, L. (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	72	315	18
17. Evans (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	1	R	W	R	W	40	42	11
18. Michel (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	40	42	11
19. Bruce (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	1	R	W	R	W	66	11	86
20. Durbin (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	1	R	W	R	W	356	16	96
21. Price (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	1	R	W	R	W	156	14	92
22. Gray, K. (D)	R	R	R	R	R	R	R	R	R	W	R	A	12	0							
IOWA																					
1. Leach (R)	W	W	W	W	W	W	W	W	W	W	W	W	4	8	W	W	W	W	60	122	31
2. Tauke (R)	W	W	W	W	W	W	W	W	W	W	W	W	3	9	W	W	W	W	28	118	19
3. Nagle (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	1	R	W	R	W	15	1	94
4. Smith, N. (D)	W	W	W	W	W	W	W	W	W	W	W	W	9	3	R	W	R	W	266	71	79
5. Lightfoot (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	7	40	15
6. Grandy (R)	W	W	W	W	W	W	W	W	W	W	W	W	3	9	W	W	W	W	3	13	19
KANSAS																					
1. Roberts (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	5	106	5
2. Slattery (D)	R	W	R	W	R	R	R	R	R	W	R	W	8	4	R	W	R	W	45	32	58
3. Meyers (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	6	40	13
4. Glickman (D)	W	W	W	W	W	W	W	W	W	W	W	W	8	4	R	W	R	W	120	73	62
5. Whittaker (R)	W	W	W	W	W	W	W	W	W	W	W	W	2	10	W	W	W	W	13	137	9
KENTUCKY																					
1. Hubbard (D)	R	R	R	W	R	R	R	R	R	W	R	W	10	2	R	W	R	W	148	84	64
2. Natcher (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	1	R	W	R	W	224	103	73
3. Mazzoli (D)	W	W	W	W	W	W	W	W	W	W	W	W	1	10	W	W	W	W	160	96	65
4. Bunning (R)	R	R	R	A	W	W	W	W	W	W	W	W	1	10	W	W	W	W	1	15	6
5. Rogers (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	10	W	W	W	W	30	82	27
6. Hopkins (R)	W	W	W	W	W	W	W	W	W	W	W	W	2	10	W	W	W	W	37	111	25
7. Perkins (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0	R	W	R	W	44	3	94
LOUISIANA																					
1. Livingston (R)	W	W	W	W	R	W	A	W	W	W	W	W	1	9	R	W	R	A	22	183	11
2. Boggs (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	1	R	W	R	A	186	60	76
3. Tauzen (D)	R	R	R	R	R	R	R	R	R	W	R	A	11	0	R	W	R	A	43	65	40
4. Roemer (D)	R	R	R	A	W	W	W	W	W	A	W	W	2	5	R	W	R	A	28	77	27
5. Huckaby (D)	R	R	R	R	W	W	W	W	W	W	W	W	2	10	W	W	W	W	1	15	6
6. Baker (R)	W	W	W	W	W	W	W	W	W	W	W	W	8	4	R	W	R	A	57	133	30
7. Hayes (D)	R	R	R	R	W	W	W	W	W	A	R	W	8	4	R	W	R	W	1	15	6
8. Holloway (R)	W	W	W	W	R	W	W	W	W	W	W	W	3	8	W	W	W	W	11	12	20
MAINE																					
1. Brennan (D)	R	R	R	R	W	R	R	R	R	W	R	W	11	1	R	W	R	W	15	1	94
2. Snowe (R)	R	R	R	W	R	W	R	W	R	W	R	W	6	6	W	R	W	R	66	84	44
MARYLAND																					
1. Dyson (D)	R	R	R	R	R	R	R	R	R	W	R	A	12	0	R	W	R	A	81	30	73
2. Bentley (R)	R	R	R	R	R	R	R	R	R	W	R	W	10	2	R	W	W	W	21	23	49
3. Cardin (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	0	R	W	R	W	25	1	94
4. McMillen (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0	R	W	R	W	15	0	94
5. Hoyer (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0	R	W	R	W	16	7	100
6. Byron (D)	R	R	R	R	R	R	R	R	R	W	R	W	8	4	R	W	R	W	101	7	94
7. Mfume (D)	R	R	R	R	R	R	R	R	R	W	R	W	8	4	R	W	R	W	71	78	48
8. Morella (R)	W	W	W	W	W	W	W	W	W	W	W	W	12	0	W	R	W	W	16	8	50
MASSACHUSETTS																					
1. Conte (R)	R	R	R	R	R	R	R	R	R	W	R	W	11	1	R	W	R	W	86	107	89
2. Boland (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0	R	W	R	W	70	7	96
3. Early (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	1	R	W	R	W	7	23	93
4. Frank (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	1	R	W	R	W	24	49	78
5. Atkins (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0	R	W	R	W	39	51	89
6. Mavroules (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0							
7. Markey (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0							
8. Kennedy (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0							
9. Moakley (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0							
10. Studds (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0							
11. Donnelly (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	1							
MICHIGAN																					
1. Conyers (D)	R	R	R	W	R	R	R	R	R	W	R	A	11	0	R	W	R	W	264	24	92
2. Pursell (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	177	102	43
3. Wolpe (D)	R	R	R	W	R	R	R	R	R	W	R	W	2	10	W	W	W	W	137	14	93
4. Upton (R)	W	W	W	W	W	W	W	W	W	W	W	W	2	10	W	W	W	W	16	14	13
5. Henry (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	16	30	35
6. Carr (D)	R	R	R	R	R	R	R	R	R	W	R	W	6	6	R	W	W	W	176	34	84
7. Kildee (D)	R	R	R	R	R	R	R	R	R	W	R	W	10	0	R	W	W	W	182	11	94
8. Traxler (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0	R	W	W	W	206	32	87
9. Vander Jagt (R)	W	W	W	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	47	248	16
10. Schuette (R)	R	R	R	R	R	R	R	R	R	W	R	W	2	10	W	W	W	W	89	58	38
11. Davis (R)	W	W	W	W	W	W	W	W	W	W	W	W	3	9	W	W	W	W	178	131	61
12. Crockett (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	1	R	W	R	W	100	7	93
13. Hertel (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	0	R	W	R	W	102	7	94
14. Ford, W. (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0	R	W	R	W	204	10	97
15. Dingell (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0	R	W	R	W	326	26	93
16. Levin (D)	R	R	R	R	R	R	R	R	R	W	R	W	12	0	R	W	R	W	72	5	94
17. Broomfield (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	53	236	18
MINNESOTA																					
1. Penny (D)	W	W	W	R	W	R	R	W	W	W	R	W	7	5	W	W	R	W	43	34	56
2. Weber (R)	W	W	W	W	W	W	W	W	W	W	W	W	2	10	W	W	W	W	13	97	12
3. Frenzel (R)	W	W	W	W	W	W	W	W	W	A	W	W	1	10	W	W	W	W	40	237	14
4. Vento (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	1	R	W	R	W	177	115	92
5. Sabo (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	1	R	W	R	W	137	14	91
6. Sikorski (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	1	R	W	R	W	73	14	84
7. Stangeland (R)	W	W	W	W	W	W	W	W	W	W	W	W	11	1	W	W	W	W	22	170	11
8. Oberstar (D)	R	R	R	R	R	R	R	R	R	W	R	W	11	1	R	W	R	W	217	17	93

Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present."

* Not in Congress at time.

Number before each name shows congressional district.

VOTED IN THE U.S. HOUSE

	Trade I	Trade II	Trade III	Jobs	Double-Breasting	Job Safety	Polygraphs I	Polygraphs II	Bargaining	Hatch Act	Cargo Preference	Railroad Jobs	Total Labor Votes		Retirees	Housing	Civil Rights	Welfare Reform	Cumulative Voting Record		Cumulative Right Percentage
	1	2	3	4	5	6	7	8	9	10	11	12	R	W	13	14	15	16	R	W	%
MISSISSIPPI																					
1. Whitten (D)	R	R	R	R	W	R	R	R	R	R	W	R	10	2	R	R	R	R	157	217	42
2. Espy (D)	R	R	R	R	R	R	R	R	R	R	W	W	10	2	R	R	R	R	14	2	88
3. Montgomery(D)	W	W	R	R	W	W	W	W	W	R	W	W	3	9	W	W	W	W	40	261	13
4. Dowdy (D)	R	A	R	R	R	R	R	W	R	A	A	R	8	1	R	R	W	A	78	21	79
5. Lott (R)	W	W	R	R	W	W	W	W	W	R	W	W	3	9	W	W	W	W	37	216	15
MISSOURI																					
1. Clay (D)	R	R	A	R	R	R	R	A	R	R	R	A	9	0	R	R	R	R	249	12	95
2. Buechner (R)	W	W	R	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	1	15	6
3. Gephardt (D)	R	R	R	R	R	R	A	R	A	A	A	A	7	0	A	A	A	R	148	34	81
4. Skelton (D)	R	R	A	R	R	R	R	R	R	R	W	R	10	1	R	W	A	R	124	59	68
5. Wheat (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	74	3	96
6. Coleman, E. (R)	W	W	R	R	W	W	W	W	W	W	W	W	2	10	W	W	W	W	35	156	18
7. Taylor (R)	W	W	R	R	W	W	W	W	W	R	W	W	3	9	W	W	W	W	32	224	13
8. Emerson (R)	W	W	R	R	W	W	W	W	W	R	W	R	4	8	W	W	W	W	24	87	22
9. Volkmer (D)	R	R	R	R	R	R	R	R	R	R	W	R	11	1	R	R	R	W	132	58	69
MONTANA																					
1. Williams, P. (D)	R	R	R	R	R	R	R	R	R	R	W	R	11	1	R	R	R	R	130	17	88
2. Marlenee (R)	W	W	W	R	W	R	W	W	W	W	W	R	3	9	W	W	W	W	37	148	20
NEBRASKA																					
1. Bereuter (R)	W	W	W	R	W	W	W	W	W	R	W	W	2	10	W	W	R	W	27	124	18
2. Daub (R)	W	W	W	R	W	W	W	W	W	R	W	W	2	10	W	W	A	W	15	96	14
3. Smith, V. (R)	W	W	W	R	W	W	W	W	W	W	W	W	1	11	W	W	W	W	23	213	10
NEVADA																					
1. Bilbray (D)	R	R	R	R	R	R	R	R	R	R	R	W	11	1	R	R	R	R	15	1	94
2. Vucanovich (R)	W	W	W	R	W	W	W	W	W	R	W	W	2	10	W	W	R	W	7	69	9
NEW HAMPSHIRE																					
1. Smith, R. (R)	W	W	R	W	W	W	W	W	W	W	R	W	2	10	W	W	W	W	7	40	15
2. Gregg (R)	W	W	R	W	W	W	W	R	W	W	W	W	2	10	W	W	W	W	16	96	14
NEW JERSEY																					
1. Florio (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	213	18	92
2. Hughes (D)	W	R	R	R	R	W	R	R	R	R	R	R	10	2	R	R	R	W	175	62	74
3. Howard (D)	R	R	R	R	R	R	A	A	R	R	R	R	10	0	R	R	R	R	284	16	95
4. Smith, C. (R)	R	R	R	R	R	W	R	R	R	R	R	W	11	1	W	R	R	W	80	32	71
5. Roukema (R)	W	W	R	R	W	R	W	W	W	W	R	R	5	7	W	W	R	W	32	80	29
6. Dwyer (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	107	4	96
7. Rinaldo (R)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	W	R	R	W	209	46	82
8. Roe (D)	R	R	R	R	R	R	W	R	R	R	R	A	10	1	R	R	R	R	255	25	91
9. Torricelli (D)	R	R	R	R	A	R	W	R	R	R	R	R	10	1	R	R	R	R	66	5	93
10. Rodino (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	351	18	95
11. Gallo (R)	W	W	W	R	R	W	W	R	W	W	R	R	6	6	W	W	R	W	20	27	43
12. Courter (R)	W	W	W	R	R	W	W	R	W	R	A	R	5	6	W	W	R	W	39	104	27
13. Saxton (R)	W	W	W	R	W	W	W	R	W	R	R	R	5	7	W	W	R	W	16	31	34
14. Guarini (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	W	R	137	13	91
NEW MEXICO																					
1. Lujan (R)	W	W	W	W	W	W	W	W	W	W	R	W	1	11	W	W	W	W	57	216	21
2. Skeen (R)	W	W	R	R	W	W	W	W	W	W	W	R	3	9	W	W	R	W	12	100	11
3. Richardson (D)	R	R	R	R	R	R	W	R	R	R	W	R	10	2	R	R	R	R	69	8	90
NEW YORK																					
1. Hochbrueckner (D)	R	A	R	R	R	R	R	W	R	R	R	R	10	1	R	R	R	R	14	1	93
2. Downey (D)	W	R	W	R	R	R	R	R	R	R	R	R	10	2	R	R	A	R	202	30	87
3. Mrazek (D)	W	W	R	R	R	R	R	R	R	R	R	R	10	2	R	R	R	R	65	10	87
4. Lent (R)	W	W	W	R	R	W	W	W	W	R	R	R	5	7	W	W	A	W	83	189	31
5. McGrath (R)	W	W	R	R	R	W	W	W	W	R	R	R	6	6	W	W	R	W	37	72	34
6. Flake (D)	R	R	R	R	R	R	R	R	R	R	A	A	10	0	R	R	R	R	14	0	100
7. Ackerman (D)	R	R	R	R	R	R	R	R	R	R	R	A	11	0	R	R	R	R	71	1	99
8. Scheuer (D)	R	R	W	R	R	A	W	R	R	R	W	A	7	3	R	R	R	R	275	25	92
9. Manton (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	42	3	93
10. Schumer (D)	W	W	W	R	R	R	R	R	R	R	R	R	9	3	R	R	R	R	97	9	92
11. Towns (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	A	R	68	1	99
12. Owens (D)	R	R	R	R	R	R	R	R	R	R	R	A	11	0	R	R	R	R	72	1	99
13. Solarz (D)	R	R	W	R	R	R	R	R	R	R	R	R	11	1	R	R	R	R	207	25	89
14. Molinari (R)	W	W	W	W	R	R	W	A	W	R	R	R	5	6	W	R	R	W	29	78	27
15. Green (R)	W	W	W	R	R	R	W	R	R	W	R	R	7	5	W	R	W	W	93	76	55
16. Rangel (D)	R	R	A	R	A	R	R	R	R	R	R	R	10	0	R	R	R	R	256	17	94
17. Weiss (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	A	R	175	16	92
18. Garcia (D)	R	A	R	R	R	R	R	R	R	R	R	R	11	0	R	R	R	R	153	6	96
19. Biaggi (D)	R	A	A	R	R	A	A	A	R	A	A	R	5	0	R	R	A	A	244	33	88
20. DioGuardi (R)	W	W	R	R	R	R	W	W	R	R	R	A	6	5	W	W	W	W	21	25	46
21. Fish (R)	W	W	R	R	R	W	W	R	W	R	W	R	6	6	W	W	R	W	131	155	46
22. Gilman (R)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	W	R	R	W	187	69	73
23. Stratton (D)	W	R	R	R	R	W	A	W	R	R	R	R	8	3	R	R	W	R	265	75	78
24. Solomon (R)	W	W	R	W	W	W	R	W	W	R	R	A	3	8	W	W	W	W	29	116	20
25. Boehlert (R)	R	R	R	R	W	W	R	R	R	R	R	R	10	2	W	W	R	W	51	26	66
26. Martin, D. (R)	W	W	R	R	R	W	W	W	W	W	R	R	6	6	W	W	W	W	30	76	28
27. Wortley (R)	W	W	W	R	W	W	W	W	W	W	R	R	3	9	W	W	R	W	29	82	26
28. McHugh (D)	W	R	W	R	R	R	R	R	R	R	R	R	10	2	R	R	R	R	188	43	81
29. Horton (R)	R	R	R	R	R	W	R	R	R	W	R	R	10	2	W	W	R	W	220	107	67
30. Slaughter (D)	R	R	R	R	A	R	W	R	R	R	W	R	9	2	R	R	R	R	13	2	87
31. Kemp (R)	W	W	A	W	W	W	A	A	W	A	A	A	0	6	W	W	R	A	48	217	18
32. LaFalce (D)	R	R	W	R	R	R	R	R	R	R	W	R	10	2	R	R	A	R	191	38	83
33. Nowak (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	A	R	217	20	92
34. Houghton (R)	W	W	R	R	R	W	W	R	W	W	R	W	5	7	W	W	R	W	6	10	38
NORTH CAROLINA																					
1. Jones, W. (D)	R	R	R	R	R	R	W	A	R	R	R	R	10	1	R	R	R	W	144	148	49
2. Valentine (D)	R	R	R	R	W	R	W	W	W	R	W	W	6	6	R	W	R	W	32	45	42
3. Lancaster (D)	R	R	R	R	W	R	W	R	W	R	W	R	8	4	R	R	R	R	12	4	75
4. Price (R)	R	R	R	R	W	R	W	R	R	R	R	W	9	3	R	R	R	R	13	3	81
5. Neal (D)	R	W	R	R	W	W	R	R	R	R	W	W	7	5	R	R	A	W	117	109	52
6. Coble (R)	W	W	R	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	8	39	17
7. Rose (D)	R	R	R	R	W	R	W	R	R	R	W	W	8	4	R	R	R	R	150	90	63
8. Hefner (D)	R	R	R	R	W	R	W	W	R	R	W	R	8	4	R	R	R	R	121	109	53
9. McMillan (R)	W	W	R	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	7	40	15
10. Ballenger (R)	R	R	R	W	W	W	W	W	W	W	W	W	3	9	W	W	W	W	3	13	19
11. Clarke (D)	R	R	R	R	R	R	W	R	R	R	R	R	11	1	R	R	W	R	32	12	73
NORTH DAKOTA																					
AL Dorgan (D)	R	R	W	R	R	R	R	R	R	R	W	R	10	2	R	R	W	R	81	29	74
OHIO																					
1. Luken (D)	R	R	W	R	R	W	W	R	R	R	R	R	9	3	W	R	R	R	154	47	77
2. Gradison (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	R	W	32	199	14
3. Hall, T. (D)	R	R	R	R	R	R	W	W	R	R	W	W	8	4	R	R	R	A	114	31	79
4. Oxley (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	6	100	6
5. Latta (R)	W	W	A	W	W	W	W	W	W	W	W	W	0	11	W	W	A	W	43	306	12
6. McEwen (R)	W	W	W	R	A	W	W	W	W	W	W	A	1	9	W	W	W	A	19	89	18
7. DeWine (R)	W	W	W	W	W	W	W	W	W	R	W	W	1	11	W	W	R	W	10	67	13
8. Lukens (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	A	4	33	9
9. Kaptur (D)	R	R	R	R	R	R	R	R	R	R	W	R	11	1	R	R	R	R	68	7	91
10. Miller, C. (R)	W	W	R	W	W	W	W	W	W	R	W	W	2	10	W	W	W	W	37	269	12
11. Eckart (D)	R	R	R	R	R	R	R	R	R	R	W	R	11	1	R	R	R	R	98	14	88
12. Kasich (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	10	67	13
13. Pease (D)	R	R	W	R	R	R	R	R	R	R	W	R	10	2	R	R	R	R	159	34	82
14. Sawyer (D)	R	R	W	R	R	R	R	R	R	R	W	R	10	2	R	R	R	R	14	2	88
15. Wylie (R)	W	W	W	W	W	W	W	W	W	W	W	A	0	11	W	W	W	W	66	233	22
16. Regula (R)	R	R	R	R	W	W	W	R	W	W	W	R	6	6	W	W	W	W	90	173	34
17. Traficant (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	47	0	100
18. Applegate (D)	R	R	R	R	R	W	R	R	R	R	R	R	11	1	R	W	W	W	142	51	74
19. Feighan (D)	R	R	R	A	R	R	R	R	R	R	R	R	11	0	R	R	R	R	69	7	91
20. Oakar (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	177	13	93
21. Stokes (D)	R	R	R	R	R	R	R	R	R	R	R	A	11	0	R	R	R	R	259	15	95
OKLAHOMA																					
1. Inhofe (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	0	16	0
2. Synar (D)	W	R	W	R	W	R	R	R	R	R	R	W	8	4	R	R	R	R	90	60	60
3. Watkins (D)	R	R	R	R	W	R	W	R	R	R	W	W	8	4	R	R	A	R	87	112	44
4. McCurdy (D)	W	W	W	R	W	W	W	R	R	R	A	W	4	7	W	R	A	W	42	61	41
5. Edwards, M. (R)	W	W	W	W	W	W	W	W	W	W	W	A	0	11	W	W	R	W	15	173	8
6. English (D)	W	W	W	R	W	W	W	R	W	R	W	W	3	9	R	R	R	W	71	167	30

	Trade I	Trade II	Trade III	Jobs	Double-Breasting	Job Safety	Polygraphs I	Polygraphs II	Bargaining	Hatch Act	Cargo Preference	Railroad Jobs	Total Labor Votes		Retirees	Housing	Civil Rights	Welfare Reform	Cumulative Voting Record		Cumulative Right Percentage
	1	2	3	4	5	6	7	8	9	10	11	12	R	W	13	14	15	16	R	W	%
OREGON																					
1. AuCoin (D)	W	W	W	R	R	R	R	R	R	R	R	R	9	3	R	R	R	R	164	66	71
2. Smith, R. (R)	W	W	W	R	W	W	W	W	W	R	W	W	2	10	W	W	R	W	10	67	13
3. Wyden (D)	W	W	W	R	R	R	R	R	R	R	R	R	9	3	R	R	R	R	90	22	80
4. DeFazio (D)	R	A	W	R	R	R	R	R	R	R	R	R	10	1	R	R	R	R	14	1	93
5. Smith, D. (R)	W	W	R	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	8	101	7
PENNSYLVANIA																					
1. Foglietta (D)	R	R	R	R	R	R	W	R	R	R	R	A	10	1	R	R	R	R	102	4	96
2. Gray (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	140	5	97
3. Borski (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	A	R	73	2	97
4. Kolter (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	A	R	68	6	92
5. Schulze (R)	W	W	W	R	W	W	W	W	W	W	R	R	3	9	W	W	R	W	47	182	21
6. Yatron (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	237	49	83
7. Weldon (R)	W	W	A	R	R	R	W	W	R	W	R	R	W	5	6	W	W	R	W	6	9	40
8. Kostmayer (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	138	19	88
9. Shuster (R)	R	R	R	R	R	W	R	W	W	W	R	R	7	5	W	W	W	A	46	206	18
10. McDade (R)	R	R	R	R	R	R	W	R	R	R	A	A	9	1	W	W	R	W	220	102	68
11. Kanjorski (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	W	41	6	87
12. Murtha (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	207	37	85
13. Coughlin (R)	W	W	R	W	W	W	R	R	W	R	R	R	6	6	W	W	W	W	104	188	36
14. Coyne (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	107	5	96
15. Ritter (R)	R	R	R	R	W	W	W	R	W	W	R	W	6	6	W	W	W	W	51	97	34
16. Walker (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	29	164	15
17. Gekas (R)	W	W	R	W	W	W	W	W	W	W	W	R	2	10	W	W	W	W	15	62	19
18. Walgren (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	160	30	84
19. Goodling (R)	W	W	R	R	W	W	W	W	W	R	W	W	3	9	W	W	W	W	58	167	26
20. Gaydos (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	W	R	250	27	90
21. Ridge (R)	R	R	R	A	R	W	R	R	W	R	R	R	9	2	W	W	W	W	39	37	51
22. Murphy (D)	R	R	R	R	R	R	W	R	R	R	R	R	11	1	W	R	R	W	152	37	80
23. Clinger (R)	W	W	R	R	W	W	R	R	W	R	R	R	7	5	W	W	R	W	61	87	41
RHODE ISLAND																					
1. St Germain (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	A	R	296	32	90
2. Schneider (R)	W	W	R	W	R	W	R	R	R	R	R	W	7	5	W	R	R	W	74	33	69
SOUTH CAROLINA																					
1. Ravenel (R)	W	W	R	R	W	W	W	W	W	R	R	W	4	8	W	W	R	W	5	11	31
2. Spence (R)	W	W	R	R	W	W	W	W	W	W	R	W	3	9	W	W	A	W	43	238	15
3. Derrick (D)	R	R	R	R	W	R	R	W	R	R	W	W	8	4	R	R	R	R	129	102	56
4. Patterson (D)	R	R	R	R	W	R	R	R	W	R	W	W	8	4	W	R	W	R	10	6	63
5. Spratt (D)	R	R	R	R	W	R	R	W	R	R	W	W	8	4	R	R	R	W	43	32	57
6. Tallon (D)	R	R	R	R	W	R	R	R	R	R	R	R	11	1	W	R	W	R	51	25	67
SOUTH DAKOTA																					
AL Johnson (D)	R	R	R	R	R	R	R	R	R	R	W	W	10	2	R	R	W	R	13	3	81
TENNESSEE																					
1. Quillen (R)	W	W	R	R	W	W	W	W	R	R	R	W	5	7	W	W	W	W	54	264	17
2. Duncan (R)	W	W	R	R	W	W	A	A	W	R	R	W	4	6	W	W	R	W	63	257	20
3. Lloyd (D)	R	R	A	R	W	W	W	R	R	R	R	A	7	3	W	R	A	W	131	100	57
4. Cooper (D)	R	W	R	R	W	R	R	R	R	R	W	A	8	3	R	R	W	R	50	25	67
5. Boner (D)	R	*	R	R	A	*	*	*	R	*	*	A	4	0	R	R	A	*	113	21	84
6. Gordon (D)	R	R	R	R	R	R	R	R	R	R	W	W	10	2	R	R	A	R	35	10	78
7. Sundquist (R)	W	W	R	R	W	W	W	W	W	R	R	W	4	8	W	W	W	W	14	62	18
8. Jones, E. (D)	R	R	R	R	W	W	W	W	R	A	W	R	6	5	R	R	W	R	171	105	62
9. Ford, H. (D)	R	R	R	R	R	R	W	R	R	R	R	A	10	1	R	R	A	R	206	19	92
TEXAS																					
1. Chapman (D)	R	R	R	R	R	W	W	W	R	R	R	W	8	4	R	R	W	W	21	18	54
2. Wilson (D)	R	R	R	R	R	R	R	R	W	R	R	A	10	1	R	R	R	R	162	79	67
3. Bartlett (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	3	74	4
4. Hall, R. (D)	R	R	R	W	W	W	W	W	W	R	W	W	5	7	R	R	W	W	41	67	38
5. Bryant (D)	R	R	R	R	R	R	R	R	R	R	R	A	11	0	R	R	A	R	70	5	93
6. Barton (R)	W	W	W	W	W	W	W	R	W	W	W	W	1	11	W	W	W	W	2	44	4
7. Archer (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	13	271	5
8. Fields (R)	W	W	W	R	W	W	W	W	W	R	W	W	2	10	W	W	W	W	8	104	7
9. Brooks (D)	R	R	R	R	R	R	R	R	R	R	W	R	11	1	R	R	R	R	273	87	76
10. Pickle (D)	W	R	W	R	R	W	W	W	R	R	W	R	6	6	R	R	R	R	166	152	52
11. Leath (D)	R	R	R	R	W	W	A	W	W	R	W	W	5	6	R	W	W	W	40	104	28
12. Wright (D)	R	S	R	S	S	S	S	S	S	S	S	S	2	0	S	S	R	S	252	80	76
13. Boulter (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	2	44	4
14. Sweeney (R)	W	W	R	W	W	W	W	W	W	W	R	W	2	10	W	W	W	W	5	41	11
15. De la Garza (D)	R	R	R	R	R	R	W	W	R	R	W	R	8	4	R	R	A	R	182	120	60
16. Coleman, R. (D)	R	R	A	R	R	R	R	R	R	R	R	R	11	0	R	R	R	R	65	10	87
17. Stenholm (D)	W	W	R	R	W	W	W	W	W	W	W	W	2	10	R	R	W	W	25	123	17
18. Leland (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	135	7	95
19. Combest (R)	W	W	R	R	W	W	W	W	W	W	W	W	2	10	W	W	W	W	5	42	11
20. Gonzalez (D)	W	R	R	R	R	R	R	R	R	R	W	R	10	2	R	R	R	R	300	33	90
21. Smith (R)	W	W	R	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	1	15	6
22. DeLay (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	1	46	2
23. Bustamante (D)	R	A	R	R	R	R	R	R	R	R	W	R	10	1	R	R	R	R	42	3	93
24. Frost (D)	R	A	R	R	R	R	R	R	R	R	W	A	9	1	R	R	R	R	110	31	78
25. Andrews, M. (D)	R	R	R	R	R	W	W	R	R	R	W	W	8	4	R	W	R	R	47	29	62
26. Armey (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	1	46	2
27. Ortiz (D)	R	A	R	R	W	R	W	W	R	R	R	R	8	3	R	R	R	R	64	11	85
UTAH																					
1. Hansen, J. (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12	W	W	W	W	4	102	4
2. Owens (D)	R	R	W	R	R	R	A	A	R	R	R	R	9	1	R	R	R	R	33	2	94
3. Nielson (R)	W	W	W	R	W	W	W	R	W	W	W	W	2	10	W	W	W	W	6	70	8
VERMONT																					
AL Jeffords (R)	W	W	R	W	W	W	R	R	R	R	W	R	6	6	W	R	R	W	111	121	48
VIRGINIA																					
1. Bateman (R)	W	W	R	R	W	W	W	W	W	W	R	R	4	8	W	W	W	W	7	69	9
2. Pickett (D)	W	R	R	R	R	R	W	R	R	R	R	R	10	2	R	R	W	R	13	3	81
3. Bliley (R)	W	W	R	W	W	W	W	W	W	W	W	W	1	11	W	W	W	W	12	100	11
4. Sisisky (D)	W	R	R	W	W	R	W	W	R	R	R	R	7	5	R	R	W	R	47	30	61
5. Daniel (D)	R	R	R	A	A	R	W	A	W	R	W	W	5	4	W	W	W	W	38	252	13
6. Olin (D)	W	R	R	R	W	R	R	R	R	R	W	W	8	4	R	R	W	W	41	35	54
7. Slaughter (R)	W	W	R	W	W	W	W	W	W	W	R	R	2	10	W	W	W	W	7	40	15
8. Parris (R)	W	W	R	R	W	W	W	W	W	R	W	R	4	8	W	W	W	W	27	80	25
9. Boucher (D)	R	R	R	R	R	R	R	R	R	R	W	R	11	1	R	R	R	R	61	16	79
10. Wolf (R)	W	W	W	W	W	W	W	W	W	W	W	R	1	11	W	W	R	W	17	94	15
WASHINGTON																					
1. Miller, J. (R)	W	W	W	R	R	W	R	R	W	R	R	W	6	6	W	W	R	W	16	31	34
2. Swift (D)	W	R	W	R	R	R	R	R	R	R	R	R	10	2	R	R	R	R	125	26	83
3. Bonker (D)	W	R	W	R	R	R	R	R	R	R	R	A	9	2	R	R	R	R	183	39	82
4. Morrison, S. (R)	W	W	W	R	R	W	W	W	W	W	R	W	3	9	W	W	R	W	27	83	25
5. Foley (D)	W	R	W	R	R	R	R	R	R	R	R	A	9	2	R	R	R	R	250	63	80
6. Dicks (D)	W	R	W	R	R	R	R	R	R	R	R	R	10	2	R	R	R	R	159	31	84
7. Lowry (D)	W	R	W	R	R	R	R	R	R	R	R	R	10	2	R	R	R	R	123	28	81
8. Chandler (R)	W	W	W	R	W	W	W	W	W	W	W	W	1	11	W	W	R	W	13	63	17
WEST VIRGINIA																					
1. Mollohan (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	70	6	92
2. Staggers (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	71	6	92
3. Wise (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	A	R	68	7	91
4. Rahall (D)	R	R	R	R	R	R	R	R	R	R	R	R	12	0	R	R	R	R	163	24	87
WISCONSIN																					
1. Aspin (D)	R	R	R	R	R	R	R	R	R	R	W	R	11	1	R	R	R	R	230	41	
2. Kastenmeier (D)	R	R	R	R	R	R	R	R	R	R	W	R	11	1	R	R	R	R	313		
3. Gunderson (R)	W	W	R	W	W	W	W	W	W	R	W	W	2	10	W	W	R	W			
4. Kleczka (D)	R	R	W	R	R	R	R	R	R	R	W	R	10	2	R	R					
5. Moody (D)	R	R	R	R	R	R	R	R	A	R	W	R	10	1	R						
6. Petri (R)	W	W	W	R	W	W	W	R	W	W	W	W	2	10							
7. Obey (D)	R	R	R	R	R	R	R	R	R	R	W	R	11	1							
8. Roth (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12							
9. Sensenbrenner (R)	W	W	W	W	W	W	W	W	W	W	W	W	0	12							
WYOMING																					
AL Cheney (R)	W	W	W	R	W	W	W	W	W	W	W	W	1	11	W						

Exxon (D)
Karnes (R)

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HOW YOUR SENATORS VOTED

	Jobs	Trade	Plant Closing	Davis-Bacon	Service Contracts	Bargaining	Merger Protections	Total Labor Votes		Bork	Fairness	Immigration	Cumulative Voting Record		Cumulative Right Percentage
	1	2	3	4	5	6	7	R	W	8	9	10	R	W	%
ALABAMA															
Heflin (D)	R	R	R	R	R	R	R	7	0	R	W	W	93	60	61
Shelby (D)	R	R	R	R	R	R	R	7	0	R	R	W	9	1	90
ALASKA															
Murkowski (R)	W	R	W	R	W	R	W	3	4	W	W	R	27	85	24
Stevens (R)	W	R	R	R	R	R	R	6	1	W	W	W	114	152	43
ARIZONA															
DeConcini (D)	R	R	R	W	R	R	R	6	1	R	R	W	113	69	62
McCain (R)	W	R	W	W	W	W	R	2	5	W	W	W	2	8	20
ARKANSAS															
Bumpers (D)	R	R	W	W	R	R	R	5	2	R	R	W	149	79	65
Pryor (D)	R	A	W	W	R	R	R	4	2	R	R	W	90	63	59
CALIFORNIA															
Cranston (D)	R	R	R	R	R	R	R	7	0	R	A	W	241	23	91
Wilson (R)	R	R	W	W	R	W	W	3	4	W	R	W	9	61	13
COLORADO															
Wirth (D)	R	R	R	R	R	R	R	7	0	R	R	W	9	1	90
Armstrong (R)	W	R	W	W	W	W	W	1	6	W	A	R	3	144	2
CONNECTICUT															
Dodd (D)	R	R	R	R	R	R	R	7	0	R	R	R	105	6	95
Weicker (R)	R	R	R	R	R	R	R	7	0	R	W	R	164	89	65
DELAWARE															
Biden (D)	R	A	R	R	R	R	R	6	0	R	A	A	194	46	81
Roth (R)	W	R	W	A	A	R	W	2	3	W	R	R	52	221	19
FLORIDA															
Chiles (D)	R	R	R	R	R	R	R	7	0	R	R	W	148	125	54
Graham (D)	R	R	R	R	R	R	R	7	0	R	R	R	10	0	100
GEORGIA															
Nunn (D)	R	R	R	R	R	R	R	7	0	R	R	R	107	161	40
Fowler (D)	R	R	R	R	R	R	R	7	0	R	R	R	10	0	100
HAWAII															
Inouye (D)	R	R	R	R	R	R	R	7	0	R	R	W	251	30	89
Matsunaga (D)	R	R	R	R	R	R	R	7	0	R	R	W	157	30	84
IDAHO															
Symms (R)	R	W	W	W	W	W	A	1	5	W	W	W	3	106	3
McClure (R)	W	W	W	W	W	W	W	0	7	W	W	W	20	223	8
ILLINOIS															
Dixon (D)	R	R	R	R	R	R	R	7	0	R	W	W	91	26	78
Simon (D)	R	A	R	A	A	R	A	3	0	R	A	A	36	4	90
INDIANA															
Quayle (R)	W	R	W	W	W	W	W	1	6	W	W	R	11	105	9
Lugar (R)	W	R	W	W	W	W	W	1	6	W	W	R	20	173	10
IOWA															
Grassley (R)	W	R	W	W	W	W	W	1	6	W	R	R	22	96	19
Harkin (D)	R	R	R	R	R	R	R	7	0	R	R	W	42	4	91
KANSAS															
Dole (R)	W	R	W	W	W	W	W	1	6	W	W	R	44	233	16
Kassebaum (R)	W	R	W	W	W	W	W	1	6	W	W	R	31	119	21
KENTUCKY															
Ford (D)	R	R	R	R	R	R	R	7	0	R	R	R	173	59	75
McConnell (R)	R	R	W	W	W	W	W	2	5	W	A	R	6	39	13
LOUISIANA															
Johnston (D)	R	R	R	R	R	R	R	7	0	R	R	W	115	121	49
Breaux (D)	R	R	R	R	R	R	R	7	0	R	R	W	9	1	90
MAINE															
Mitchell (D)	R	R	R	R	R	R	R	7	0	R	A	W	110	18	86
Cohen (R)	W	R	R	W	W	W	W	2	5	W	R	R	57	96	37
MARYLAND															
Sarbanes (D)	R	R	R	R	R	R	R	7	0	R	R	W	184	5	97
Mikulski (R)	R	R	R	R	R	R	R	7	0	R	R	A	9	0	100
MASSACHUSETTS															
Kennedy (D)	R	R	R	R	R	R	R	7	0	R	R	A	272	21	93
Kerry (D)	R	R	R	R	R	R	R	7	0	R	R	R	43	2	96
MICHIGAN															
Levin (D)	R	R	R	R	R	R	R	7	0	R	R	W	146	10	94
Riegle (D)	R	R	R	R	R	R	R	7	0	R	R	R	178	11	94
MINNESOTA															
Boschwitz (R)	W	R	W	W	W	R	R	3	4	W	W	R	26	131	17
Durenberger (R)	R	R	R	R	R	R	R	7	0	W	R	R	64	81	44
MISSISSIPPI															
Stennis (D)	R	R	R	R	R	R	W	6	1	R	W	W	109	239	31
Cochran (R)	R	R	W	W	W	W	W	2	5	W	R	R	23	129	15
MISSOURI															
Bond (R)	R	R	W	W	W	W	A	2	4	W	W	A	2	6	25
Danforth (R)	R	R	W	R	R	R	R	6	1	W	R	R	59	134	31
MONTANA															
Baucus (D)	R	R	R	R	R	R	R	7	0	R	W	W	113	39	74
Melcher (D)	R	R	R	R	R	R	R	7	0	R	W	W	155	34	82
NEBRASKA															
Exon (D)	R	R	R	W	R	R	R	6	1	R	R	W	62	82	43
Karnes (R)	W	R	W	W	W	*	W	1	5	W	W	W	1	8	11
NEVADA															
Hecht (R)	R	R	W	W	W	W	W	2	5	W	W	W	4	70	5
Reid (D)	R	R	R	R	R	R	R	7	0	R	R	W	9	1	90
NEW HAMPSHIRE															
Rudman (R)	W	R	W	W	W	W	W	1	6	W	R	R	21	95	18
Humphrey (R)	W	W	W	W	W	W	W	0	7	W	A	R	9	140	6
NEW JERSEY															
Bradley (D)	R	R	R	R	R	R	A	6	0	R	A	A	131	20	87
Lautenberg (D)	R	R	R	R	R	R	R	7	0	R	A	W	68	4	94
NEW MEXICO															
Domenici (R)	W	R	W	W	R	R	W	3	4	W	W	W	55	194	22
Bingaman (D)	R	R	R	R	R	R	R	7	0	R	R	W	63	11	85
NEW YORK															
Moynihan (D)	R	R	R	R	R	R	R	7	0	R	R	R	173	16	92
D'Amato (R)	R	R	R	R	R	R	R	7	0	W	W	W	52	64	45
NORTH CAROLINA															
Sanford (R)	R	R	R	R	R	R	R	7	0	R	R	W	9	1	90
Helms (R)	W	R	W	W	W	W	W	1	6	W	R	W	19	237	7
NORTH DAKOTA															
Burdick (D)	R	R	R	R	R	R	R	7	0	R	R	R	284	50	85
Conrad (D)	R	R	R	R	R	R	R	7	0	R	R	W	9	1	90
OHIO															
Glenn (D)	R	R	R	R	R	R	R	7	0	R	R	R	181	43	81
Metzenbaum (D)	R	R	R	R	R	R	R	7	0	R	R	R	189	12	94
OKLAHOMA															
Boren (D)	R	R	W	W	R	R	R	5	2	W	A	W	60	93	39
Nickles (R)	W	R	W	W	W	W	W	1	6	W	W	W	3	114	3
OREGON															
Hatfield (R)	W	W	R	W	R	R	R	4	3	W	R	R	139	139	50
Packwood (R)	W	R	R	R	R	R	R	6	1	R	W	R	126	152	45
PENNSYLVANIA															
Heinz (R)	R	R	R	R	R	R	A	6	0	W	R	R	121	66	65
Specter (R)	R	R	R	R	R	R	R	7	0	R	W	R	81	37	69
RHODE ISLAND															
Pell (D)	R	R	R	R	R	R	R	7	0	R	R	W	299	27	92
Chafee (R)	W	R	W	W	R	R	W	3	4	R	R	R	88	104	46
SOUTH CAROLINA															
Hollings (D)	R	R	W	R	R	R	R	6	1	W	R	R	160	123	57
Thurmond (R)	W	R	W	W	W	W	W	1	6	W	R	R	40	323	11
SOUTH DAKOTA															
Daschle (D)	R	A	R	R	R	R	R	6	0	R	R	W	8	1	89
Pressler (R)	R	R	W	W	W	W	R	3	4	W	R	R	49	90	35
TENNESSEE															
Sasser (D)	R	R	R	R	R	R	R	7	0	R	R	W	148	39	79
Gore (D)	R	A	R	A	A	R	A	3	0	R	R	A	36	5	88
TEXAS															
Bentsen (D)	R	R	R	W	R	R	R	6	1	R	R	W	134	127	51
Gramm (R)	W	W	W	W	W	W	W	0	7	W	W	R	1	45	2
UTAH															
Garn (R)	W	R	W	W	W	W	W	1	6	W	W	W	23	209	10
Hatch (R)	W	R	W	W	W	W	A	1	5	W	W	W	20	167	11
VERMONT															
Leahy (D)	R	R	R	R	R	R	R	7	0	R	A	W	195	38	84
Stafford (R)	W	R	R	R	R	R	A	5	1	R	R	R	151	108	58
VIRGINIA															
Trible (R)	W	R	W	W	W	W	R	2	5	W	R	R	11	62	15
Warner (R)	W	R	W	W	W	W	R	2	5	R	R	R	24	133	15
WASHINGTON															
Evans (R)	W	W	W	W	R	W	R	2	5	W	W	R	14	48	23
Adams (R)	R	R	R	R	R	R	R	7	0	R	R	W	9	1	90
WEST VIRGINIA															
Byrd (D)	R	R	R	R	R	R	R	7	0	R	R	R	261	99	73
Rockefeller (D)	R	R	R	R	R	R	R	7	0	R	R	R	43	3	93
WISCONSIN															
Kasten (R)	W	R	W	W	R	W	W	2	5	W	W	R	25	92	21
Proxmire (D)	R	R	R	R	R	R	R	7	0	R	W	R	239	121	66
WYOMING															
Simpson (R)	W	A	W	W	W	W	W	0	6	W	R	W	9	144	6
Wallop (R)	W	W	W	W	W	W	W	0	7	W	W	W	15	175	8

Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present."

* Not in Congress at time.

Number before each name shows congressional district.

MAJOR ISSUES IN THE SENATE

(continued next page)

Road Warriors: Senate Majority Leader Robert Byrd is congratulated by Building Trades Legislative Director Leo Zeferetti (center), AFL-CIO Legislative Rep. Jay Power (left) and Teamster Rep. Tim Scully after override of Reagan veto of the Highway bill.

1. Jobs

The 1986 election swept the Democrats back into control of the U.S. Senate, and their first major legislative confrontation with President Reagan came on jobs legislation. With the nation's transportation infrastructure decaying, its roads and bridges deteriorating, Reagan vetoed an $88-billion highway/mass transit funding bill. With 700,000 construction jobs hanging in the balance, the Senate followed the House and voted 67-33 on Apr. 2 to override the veto. In a major setback for the President, many Republican Senators deserted Reagan and joined the override effort.

For—Right Against—Wrong

2. Trade Law Reform

As the increase in U.S. trade deficits continued to take its toll, the Reagan Administration chose to sit on the sidelines extolling the virtues of outmoded free-trade principles while our trade competitors systematically targeted many U.S. industries for extinction. From 1980 to 1986, the trade deficit for manufactured goods went from a positive balance of $13 billion to a deficit of $145 billion. Although the total U.S. deficit reached a staggering $170 billion in 1986, the Reagan Administration relied almost exclusively on the manipulation of the value of the dollar while ignoring more systematic means to reduce excessive trade surpluses and eliminate unfair foreign trade practices. Congress took the opposite tack and began to move forward on far-reaching trade reform legislation.

Following House passage of a tough trade bill, the Senate began debate on its version of the legislation. During Senate deliberations Senators Don Riegle (D-Mich.) and John Danforth (R-Mo.) drafted a Finance Committee amendment, backed by labor, which strengthened the original committee bill. Their proposal amended Section 301 of U.S. trade law to set up a new "Super 301" procedure to eliminate unfair trade practices by our global competitors. Under their proposal, the U.S. trade representative would be required to identify countries with unfair trade practices, place a dollar value on the injury to the U.S. economy, and initiate steps to remove those practices within 15 to 19 months. The offending nation would be required to buy more U.S. goods, meeting the dollar-for-dollar estimate of injury over a three-year period. If an agreement were reached with a country, possible retaliatory action against unfair trade practices would be suspended. However, in either case the measures for compliance would increase U.S. exports to that country. Offered by Senate leaders Robert Byrd (D-W.Va.) and Bob Dole (R-Kan.), the adoption of the Riegle-Danforth proposal was approved by an overwhelming 87-7 vote on July 10. Later the Senate approved the omnibus trade bill.

For—Right Against—Wrong

Sen. Howard Metzenbaum leads Ohio rank-and-file march for fair trade legislation and plant closing protections.

3. Plant Closing Protections

Plant closings in this country are occurring with alarming frequency. In fact, each year more than two million American workers lose their jobs in plant closings and permanent layoffs. These shutdowns affect not only large industrial cities but small towns and rural areas. Every economic region and economic section has been hit. Even the highly touted computer and service fields have been plagued by plant shutdowns and lost jobs.

In 1987 the AFL-CIO backed plant closing protection legislation introduced by Senators Edward M. Kennedy (D-Mass.) and Howard Metzenbaum (D-Ohio). The legislation was designed to provide workers with reasonable advance notice of an impending plant shutdown. The bill also established a dislocated workers' unit in the U.S. Dept. of Labor to oversee federal and state programs

Nearly one billion dollars was authorized, primarily for state delivery of training, education, job search assistance and other services to help displaced workers.

As a free-standing bill, the plant closing measure faced a sure Senate filibuster by anti-labor conservatives led by Sen. Dan Quayle (R-Ind.). To stop a filibuster would have taken 60 votes. Knowing this, Kennedy and Metzenbaum decided on a strategy to add a scaled-down version of their original plant closing bill to the omnibus trade legislation. Their amendment required the establishment of the dislocated workers' unit, authorized $1 billion in assistance funds, and mandated that any U.S. employer with more than 100 employees must give affected workers 60 days advance notice of a permanent plant closing. The Senate gave final approval to this proposal, rejecting by a 40-60 vote on July 9 an amendment by Sen. Quayle to strike the plant closing protection language from the trade bill. At year's end the plant closing amendment was one of many issues that remained unresolved in the continuing House-Senate conference on the trade bill.

For—Wrong Against—Right

4. Protecting Fair Wages for Construction Workers

The 1931 Davis-Bacon Act insures that workers on federally financed construction projects will be paid at wage rates that prevail in their area of the country. For over 50 years this law has assured that contractors who uphold community labor standards have a fair chance to compete for government projects without being underbid by firms using cut-rate labor. It has also protected the government and taxpayers from fly-by-night operators seeking to win federal contracts by paying wages too low to attract competent craftsmen. During Senate debate on a Dept. of Defense authorization bill, Sen. Phil Gramm (R-Tex.) offered an amendment to exempt 80 percent of all military construction from the fair-wage standards of the Davis-Bacon law. Gramm's amendment would have accomplished this by increasing the $2,000 contract threshold to $250,000. By a 56-41 vote on Sept. 29, the Senate agreed to a motion by Sen. Alan Dixon (D-Ill.) to table and thus kill the Gramm proposal.

For Tabling—Right Against Tabling—Wrong

MAJOR ISSUES IN THE SENATE *(continued)*

5. Service Contract Act

The assault on the nation's fair labor standards laws by Senate conservatives continued in 1987. One of the most serious attacks came against the 1965 Service Contract Act (SCA). Patterned after the Davis-Bacon Act, the SCA is based on the principle that the federal government should not give contracts to employers who underbid by paying their workers less than community wage scales. The SCA protects the living standards of those who are employed as a direct result of federal government service contracts, particularly those in low-wage occupations.

During Senate consideration of the Dept. of Defense (DOD) authorization bill, Sen. Phil Gramm (R-Tex.), who has also led the perennial assaults on the Davis-Bacon Act, took aim at SCA contract protections for DOD workers. His amendment would have raised SCA-covered contracts from the current $2,500 threshold to $1 million. This would have eliminated almost 90 percent of all contracts currently protected by the SCA. Such a change would have drastically affected the income levels of thousands of service workers, many of whom are minority and female employees in low-wage occupations. During Senate consideration of the Pentagon funding bill, Sen. Alan Dixon (D-Ill.) offered a motion to table the Gramm amendment. By an overwhelming 67-30 vote on Sept. 29, the Senate agreed to table and thus kill the amendment.

For Tabling—Right Against Tabling—Wrong

6. Collective Bargaining

In 1964 when Congress approved the Urban Mass Transportation Act, many of our nation's urban transit authorities were still privately owned. With the 1964 law came an infusion of public funds, which in many instances paved the way for public ownership of these private transit systems. To protect pre-existing collective bargaining rights of mass transit employees the law included Section 13(c) which would guarantee against abrogation of collective bargaining agreements and loss of jobs, pay or benefits by transit workers during public takeovers.

In recent years congressional conservatives have sought to weaken 13(c) protections. In 1987 Sen. Phil Gramm (R-Tex.) offered an amendment to a mass transit funding bill that would have prevented representatives of mass transit employees from negotiating vital job protections and other work guarantees with federal transit fund recipients who subcontracted existing service to private operators. The Gramm amendment was soundly rejected by a 30-70 vote on Feb. 4.

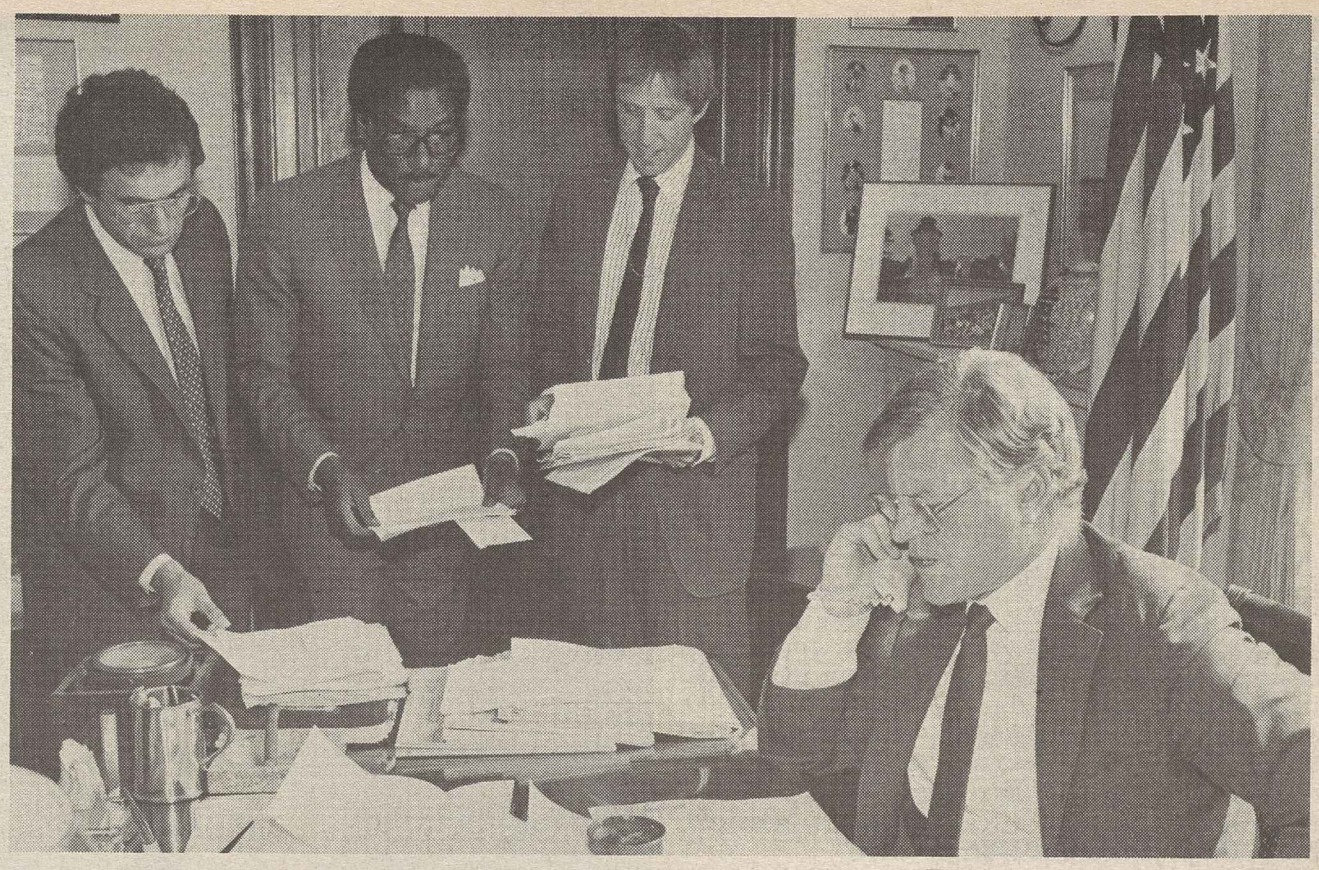
For—Wrong Against—Right

7. Worker Protections in Mergers

An example of the Reagan Administration's hostility toward workers has been its refusal to enforce cngressionally mandated labor-protective provisions (LPPs) for transportation industry workers adversely affected by mergers and acquisitions. When the Civil Aeronautics Board announced in the early 1980s that it intended to abandon its policy of imposing LPPs, Congress responded by directing that these protections should continue to be imposed. The Dept. of Transportation (DOT) refused to follow this directive, thereby allowing companies to thumb their noses at their workers.

To force the Administration to enforce these protections, Sen. Brock Adams (D-Wash.) offered an amendment to an airline consumer protection bill which would require the Secretary of Labor to force airlines to pay benefits to workers hurt by airline mergers unless the cost of payments outweighs the financial benefits of the transaction. The Senate approved the amendment by a 64-28 vote on Oct. 30. The airline bill was later approved and awaits final action by a House-Senate conference.

For—Right Against—Wrong



Sen. Edward M. Kennedy confers by phone with key state federation leaders in national teleconference strategy session on Bork nomination. At left are subcommittee counsel Tony Podesta, AFL-CIO Legislative Director Bob McGlotten and Legislative Rep. Ernie DuBester.

A barrage of back-home constituent pressure—letters, mailgrams, postcards and phone calls—was a major factor in the defeat of the Bork confirmation. Here ACTWU members join the letter-writing campaign.

8. Bork Confirmation

In 1987 President Reagan nominated Robert Bork to replace retired Justice Lewis Powell on the U.S. Supreme Court. Bork's confirmation would have altered the balance of the Supreme Court while jeopardizing the judicial achievements of the past 30 years, particularly in the areas of civil rights and civil liberties.

As a law professor, government official and judge, Bork had written, spoken out or ruled against many of the advances in constitutional civil rights and civil liberties made through the courts. His record on labor issues as well as on consumer rights and government regulation showed a distinct anti-worker, pro-business bias. For these reasons, the AFL-CIO joined with a coalition of civil rights, women's, religious and other groups to fight the Bork nomination.

On Oct. 23 the Senate, by an overwhelming 42-58 vote, denied confirmation of this Reagan nominee.

For—Wrong Against—Right

9. Fairness in Broadcasting

For several decades the Fairness Doctrine has been the mainstay of the national broadcast policy of the Federal Communications Commission (FCC). In exchange for access to the public airways, television and radio broadcasters are required to serve the public interest. As a consequence of this doctrine, reasonable attention is paid to controversial issues of public importance. Opposing views on such issues are assured of a hearing, a principle of vital importance to organized labor in an era of increasing corporate ownership of media outlets.

In 1987 President Reagan's FCC [illegible] abolished the Fairness Doctrine, despite strong opposition from labor, consumer, and other public-interest groups. In response, Congress passed labor-backed legislation to codify the Fairness Doctrine into law and insure FCC enforcement. The key vote in the Senate came when the bill was approved by a 59-31 vote on Apr. 21. The bill was later vetoed by President Reagan.

For—Right Against—Wrong

10. Immigration

For almost a decade, Congress tried to come to grips with the massive flow of illegal immigration into the United States. Hundreds of thousands of undocumented workers flocked across our borders in search of employment. They created a pool of low-wage, exploitable workers who undercut job opportunities, wage levels and working conditions for American workers. Recognizing this, the last Congress passed a labor-supported omnibus immigration reform bill, which among its many provisions imposed sanctions on employers who knowingly hire persons not legally authorized to work in the United States. Out of deference to employer interests, imposition of sanctions was delayed for six months to give businesses time to adjust to the new law.

However, in 1987, an attempt was made again to postpone enforcement of employer sanctions. During debate on a supplemental appropriations bill, Sen. Dennis DeConcini (D-Ariz.) offered an amendment to provide for an additional four-month delay. Despite labor opposition, the amendment was approved 48-45 on May 21.

For—Wrong Against—Right

Unemployment rate dips in 1987 but 7 million still jobless at year-end

By Gene Zack

The nation's civilian unemployment rate averaged 6.2 percent for all of 1987, the Bureau of Labor Statistics reported, and ended the year at 5.8 percent—the lowest level since July 1979.

There were nearly 7 million workers officially listed as unemployed in December—a drop of 1 million from the same month in 1986 but still 800,000 higher than in 1979 before the onset of Reaganomics.

Meanwhile, the federal-state unemployment compensation system continued to fall far short of its intended goal of providing assistance to workers who have lost their jobs. Nearly 5 million of the unemployed—72 percent—are without any jobless benefits. And while 900,000 workers have been jobless for more than 26 weeks, there is no assistance available to them.

Workforce dropouts

The figure of 7 million unemployed doesn't tell the full story of how workers have been victimized by economic conditions. There are an additional 900,000 who have withdrawn from the workforce because there are no jobs available. Women and blacks continue to make up a disproportionately large share of all discouraged workers, the BLS acknowledged.

In addition, there are another 5.3 million Americans who have been forced by economic necessity to take part-time jobs because they cannot find full-time employment.

This put December's "real rate" of joblessness and underemployment at 10.8 percent—an improvement over the 12.3-percent rate at the end of 1986, but still 1.1 percent above the December 1979 level.

Adding still another dimension to the plight of American workers, the National Committee for Full Employment pointed out that last month, 1.4 million people were prevented from taking jobs because they had to care for children at home, and 800,000 cited ill health as the reason for their jobless status.

Failing responsibility

The committee emphasized that this highlights the nation's failure to face up to its responsibility in meeting vital human service needs in the health and child care areas.

The BLS reported that the workforce expanded by 3 million last year. But 80 percent of these new jobs—2.4 million—were in the service-producing sector.

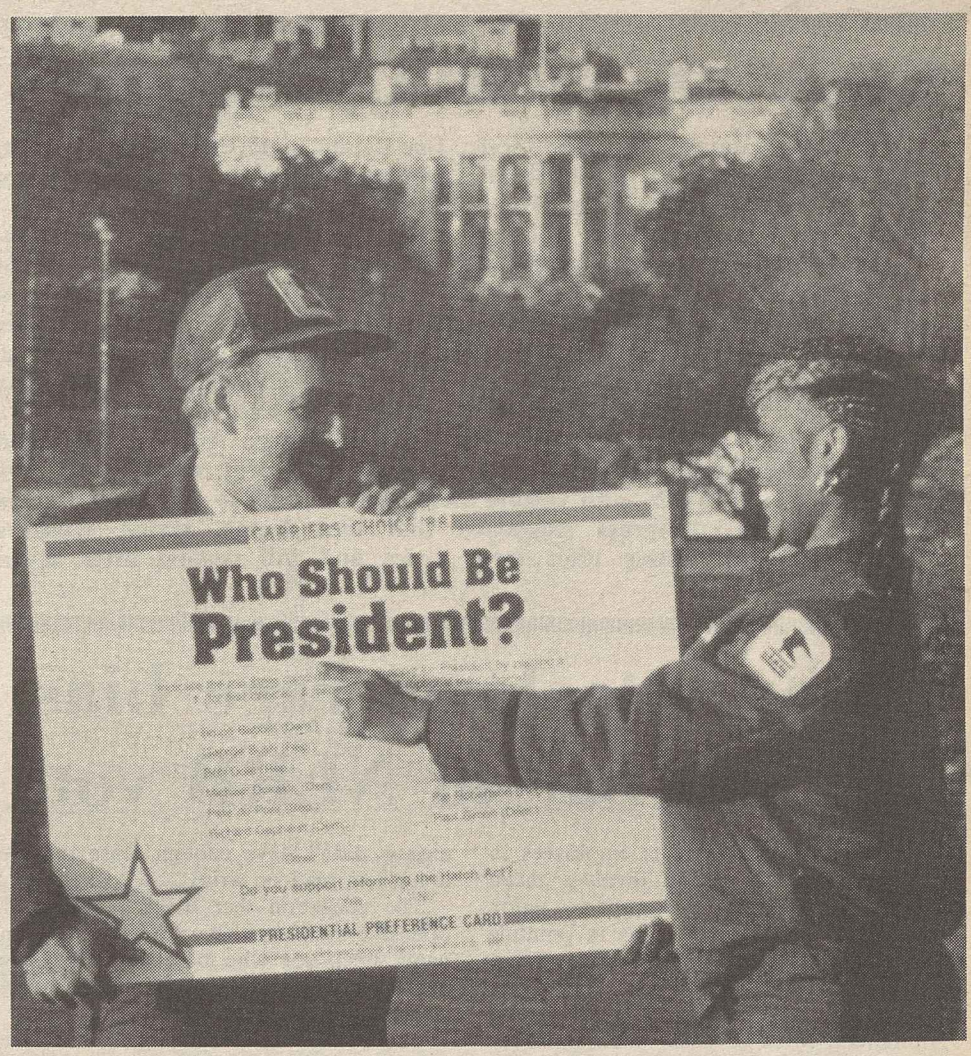
Manufacturing employment rose by 400,000 over the past year, the first significant improvement in several years. However, this is still some 1.7 million below the 1979 peak, before the Reagan Administration's "free trade" policies opened the door to a flood of low-wage imports.

During December, there was little or no change in the unemployment status for most categories of workers.

The seasonally adjusted unemployment rate stood at 4.9 percent for adult males, 5.2 percent for adult women and 16.1 percent for teenagers.

The overall unemployment rate for whites fell to a seasonally adjusted 4.9 percent in December, down from 5.1 percent a month earlier. The jobless rate for blacks remained at 12.2 percent. For Hispanics, the seasonally adjusted unemployment rate declined to 8.1 percent from 9 percent in November.

Among the youngest members of the workforce, the unemployment rate was 13.6 percent for white teenagers and 33.4 percent for blacks.



Democracy at work

Letter Carriers across the country are responding to their union's survey of membership support for the Democratic and Republican presidential candidates. NALC members Michael Aman and Sonya Barnes of Washington display a blowup of the postage paid reply card included in the January issue of the union's magazine.

Kingsport workers welcome first union pact in 25 years

Continued from Page 1

ment accounts, was re-established as a defined benefit plan covering all employees. Past contributions and pension rights will be rolled over into the new plan, Murphy said.

Shift differential was improved by 10 cents an hour, and time-and-a-half will be paid after 40 hours. Murphy said there will be 10 paid holidays and the eligibility requirement for vacation was reduced to 1,400 hours, an important gain as some full-time workers are laid off during slack periods.

Although the National Labor Relations Board ruled that some 200 workers released prior to the representation election were terminated, not on layoff, Arcata agreed to rehire about 80 percent of the workers—either as permanent employees or as "extras" who can be called in during peak production periods, Murphy said.

Murphy said that although previous disputes made both sides wary at the bargaining table, the successful negotiations "have produced an acceptable working relationship between the union and the company."

Arcata Graphics produces about 125 million books a year with about the same number of employees Kingsport Press had in 1963 when it was printing 40 million books.

The Kingsport strike, which began Mar. 11, 1963, involved the Printing Pressmen, Bookbinders and Stereotypers (now part of the Graphic Communications Union), the Typographical Union (since merged into the Communications Workers) and the Machinists. The key issues were wages, vacations, equipment manning, seniority and subcontracting out of work. Kingsport Press was placed on the AFL-CIO's Don't Buy list and a nationwide boycott was launched against the company's books.

Connecticut's job death toll up 10 percent during decade

Hartford, Conn.—The on-the-job death toll for Connecticut workers increased nearly 10 percent between 1976 and 1986, according to a new study by the State AFL-CIO.

The survey of job-related fatalities was based on data from the federal Occupational Safety & Health Administration and the state Labor Dept. It showed dramatic jumps in the number of deaths in mining and manufacturing industries and smaller increases in fatalities in the transportation and utility sector and government agencies. Five sectors showed little change or a decline in job-related deaths—agriculture, wholesale trade, retail trade, service and finance.

The state federation reviewed work fatalities in the state during two separate periods—1976-1980 and 1981-1986—and found that the number of job-related deaths in all industries jumped to an average of 80.5 a year during the 1981-1986 years, a 9.7 percent increase over the earlier five-year period.

The increase in workplace death rates means that, on average, an additional seven Connecticut workers died on the job in every year since 1980, the report concluded.

Connecticut AFL-CIO President Betty L. Tianti said the increased death rate was "the bitter, predictable result of an administration that has crippled OSHA by cutting its budget and staff and by appointing leaders who are dedicated to not enforcing the law."

"Instead of the situation staying the same or getting better, conditions on the job have gotten substantially more dangerous," Tianti declared, adding: "Workers in Connecticut today face a greater likelihood of dying on the job, and that's inhuman."

Inspections lacking

The State AFL-CIO is pressing for tougher enforcement of workplace protections, including criminal penalties for employers who willfully violate health and safety regulations, killing and injuring workers in the process, Tianti said. It also wants more OSHA inspectors on Connecticut jobsites, particularly in the construction industry, she said.

The report found that construction remained the state's most dangerous industry, with a fatality rate of 27 per 100,000 workers. With an average annual employment rate of 58,367 in the construction industry over the 1981-1986 period, an average 15.7 deaths occurred in the industry each year. The increased fatality rate does not include the 28 tradesmen killed last April in the collapse of a Bridgeport building.

In mining, job-related deaths were up by 53 percent over the 1976-1980 period while the on-the-job death rate for manufacturing workers rose 45 percent over the same period.

Transportation and utility workers experienced a 28 percent jump in job-related deaths over the 10-year period, with an average 19.5 workers killed each year during the 1981-1986 period.

Courts uphold public sector bargaining

New Mexico's anti-union attorney general rebuffed

Sante Fe, N.M.—State employees have preserved their collective bargaining rights in two court battles against New Mexico's union-busting attorney general.

The legal battle isn't over; Atty. Gen. Hal Stratton is appealing a state judge's rejection of his latest attack on public-sector collective bargaining. But since taking office last January, he's been rebuffed at every turn.

Stratton was the legislative leader of the "right-to-work" bloc before his election as attorney general last year in a Republican takeover of the state government.

His former law partner heads New Mexico's Right-to-Work Committee. Stratton tried to appoint a former staff attorney for the national RTW organization as an assistant attorney general because of his special "expertise." But the appointee, Terran Mast, had to be relegated to a consulting status while he tries to pass the New Mexico bar examination.

AFSCME, which was joined in one of the legal battles by the Communications Workers, has been fighting to preserve a 17-year history of collective bargaining under ground rules set by the state's personnel board.

No success

Stratton has been trying, thus far without success, to get the personnel board to revoke its authorization for collective bargaining.

He lost his first attempt to have collective bargaining by public agencies declared unlawful last summer in a 3-2 decision by the New Mexico supreme court.

Stratton nevertheless continued to withhold his signature from contracts negotiated by AFSCME with state agencies, utilizing the power of legal review that the regulations give the attorney general.

But a state district court last month ruled that a contract covering state highway workers was legal and enforceable. That's the decision Stratton is appealing to the state supreme court, adding another level of delay.

Stratton's former allies in the legislature haven't fared any better. Last June, a House committee agreed to send a compulsory open shop bill to the floor for a vote. But first the panel added two amendments.

One would have delayed the effective date until the state minimum wage was set at $6 an hour. The other would have required the governor to offer state jobs to all unemployed persons within 30 days after enactment so that they would have a meaningful "right to work."

The bill was soundly defeated.

Magda Seymour named radio news coordinator

Magda Lynn Seymour has been appointed radio news coordinator in the AFL-CIO Dept. of Information. Seymour, 26, had been a reporter for a Lansing, Mich., radio station before joining the Michigan AFL-CIO staff in 1984.

A graduate of Michigan State University, Seymour is a member of the Washington/Baltimore locals of the Television & Radio Artists and the Newspaper Guild.

Pension vesting changes

The Internal Revenue Service has issued temporary regulations on minimum vesting standards for employee pension plans to conform to changes made in the Tax Reform Act of 1986.

Vesting means the point at which an employee has a non-forfeitable right to accrued benefits based on employer contributions to the plan.

Until 1986, most union-negotiated pension plans entitled workers to 100 percent of their accrued benefits only if they stayed with the employer for a 10-year period. The tax law changes enacted by the 99th Congress provided for full vesting after five years.

The law also changed the formula for plans using a graduated schedule under which workers were 25 percent vested after five years on the job, with vesting increasing in steps to 100 percent after 15 years. Congress shortened that time frame, giving workers 25-percent vesting after three years and full vesting after seven years.

Union attack on race bias held no bar to NLRB vote

When management treats employees in a "demeaning way" that involves racial bias during an organizing campaign, union leaders are within their rights in pointing this out to workers, the National Labor Relations Board ruled.

By a 3-1 vote, the NLRB ruled that the Aluminum, Brick & Glass Workers didn't inflame racial tensions at Beatrice Grocery Products Inc. in Memphis, Tenn., when a union official allegedly accused the plant manager of calling the workers "dumb niggers."

In certifying the union as bargaining agent for 66 employees at the Memphis plant, Members Marshall B. Babson, James M. Stephens and Mary Miller Cracraft concurred that the union official's statement was only an isolated instance that took place in the first of seven meetings during the organizing campaign and occurred more than one month before the Mar. 8, 1984, election.

Racial slur

During a Jan. 27, 1984, union meeting at a Jackson, Tenn., community center, Revel Black, a white union representative, allegedly told a predominantly black audience that the plant manager had said that a union wasn't needed at the plant "because the dumb niggers did not know how to read or write," and that the "dumb niggers didn't have enough sense to vote, much less read or write."

The allegation that Black repeated the offensive racial epithet came from a company supervisor who based his charge on hearsay evidence told to him by two employees who attended the meeting.

There were conflicting accounts as to what the company official actually said in his conversations with union leaders. Some witnesses said the plant manager did not use the phrase "dumb niggers."

Instead, they claimed, the plant manager merely commented on what the board said was "the alleged inability of some (workers) to read or write." The NLRB emphasized that this constituted management's "expression of doubt" that the union cards and petitions represented "the employees' own opinions."

The board quoted employees as saying they "resented" this "suggestion that they were dumb." Therefore, it went on, whether or not the plant manager actually used the phrase "dumb niggers," it accorded with "the demeaning way the employees believed they were being treated by the employer" during the organizing campaign.

Denouncing prejudice

In any event, the majority continued, Black's statement at the union meeting "represented an effort to denounce racial prejudice" by management and wasn't used "to incite prejudice" against any racial group—the criteria invoked to set aside the results in other union elections.

The dissent came from retiring Chairman Donald L. Dotson, who agreed that, prior to the organizing campaign, many workers believed that management made employment decisions and considerations "based on race."

But, Dotson went on, the union's use of "inflammatory racial remarks" prior to the election was part of a scheme to "exacerbate racial feelings" and thus interfered with the workers' "free and uncoerced choice" of a bargaining agent.

The majority rejected Dotson's contention that the union bore the burden of proving that the management official actually called the workers "dumb niggers." It is enough, the NLRB said, that it reflected the employees' own complaints about the "denigrating" way the company treated them during the organizing drive.

12,000 in IBEW ratify contract at California utility

Walnut Creek, Calif.—Union workers at Pacific Gas & Electric Co. facilities in northern California won a 5.5-percent wage increase over the first two years of a three-year contract, and an agreement to reopen wage negotiations in the third year.

Nearly 12,000 members of Electrical Workers Local 1245 ratified the agreement by a 2-1 margin. A separate unit of 1,800 engineers and technical workers—members of Engineers & Scientists of California, an affiliate of the Marine Engineers—approved a similar settlement by an 83-percent vote.

But another 4,000 IBEW members who hold clerical jobs at the utility rejected the company's proposal for a lump-sum payment with a third-year wage reopener. The IBEW clerical unit members are working under the terms of the old agreement that expired Dec. 31 while negotiations continue.

The new IBEW pact temporarily freezes wage increases for new workers during their first year of employment, but those workers will achieve full pay equity in their second year on the job, the union said. Starting salaries for MEBA unit members hired after 1987—with the exception of engineering estimators—will be reduced by 5 percent prior to the negotiated wage increases.

The MEBA agreement also contains a wage reopener clause in the contract's third year and calls for pension benefits to be discussed at that time.

Both agreements call for labor-management committees to study cross-training between gas and electric crews and to evaluate ways to improve job satisfaction and productivity.

The contracts will expire Dec. 31, 1990.

'88 conventions slated by AFL-CIO affiliates

Below is a list of conventions scheduled for 1988 by AFL-CIO national and international affiliates, state central bodies and fraternal organizations. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
Feb. 24-25	Molders	Las Vegas, Nev.
Mar. 8-11	Pennsylvania	Philadelphia
Mar. 21-23	Louisiana	Baton Rouge
Mar. 21-23	Marine Engineers	San Diego
Apr. 10-13	New Jersey	Atlantic City
Apr. 11-14	United Textile Workers	Bal Harbour, Fla.
Apr. 11-15	Operating Engineers	San Francisco
Apr. 26	Glass, Pottery & Plastic Workers	Las Vegas, Nev.
Apr. 26-May 5	Machinists	Atlanta
May 6-7	North Dakota	Fargo
May 9-13	Canadian Labor Congress	Vancouver, B.C.
May 23-27	Distillery & Allied Workers	San Francisco
June 8-10	Ohio	Cleveland
June 9-11	South Dakota	Huron
June 9-11	Laundry & Dry Cleaning Union	Pittsburgh
June 13-15	Idaho	Boise
June 20-24	AFSCME	Los Angeles
June 27-July 1	Service Employees	Toronto
July 1-6	Teachers	San Francisco
July 25-29	Food & Commercial Workers	San Francisco
July 25-29	Railroad Signalmen	Lake Buena Vista, Fla.
July 31-Aug. 4	School Administrators	St. Louis
Aug. 1-4	Fire Fighters	Miami Beach, Fla.
Aug. 1-5	Steelworkers	Las Vegas, Nev.
Aug. 1-5	Postal Workers	Chicago
Aug. 7-12	Letter Carriers	Portland, Ore.
Aug. 8-12	Paperworkers	Las Vegas, Nev.
Aug. 8-10	Mississippi	Biloxi
Aug. 8-12	Theatrical Stage Employes	Reno, Nev.
Aug. 14-21	Oil, Chemical & Atomic Workers	Hollywood, Fla.
Aug. 15-18	Missouri	Kansas City
Aug. 15-19	Professional & Technical Engineers	Washington, D.C.
Aug. 17-19	Iowa	Waterloo
Aug. 18-20	Montana	Butte
Aug. 18-21	Virginia	Norfolk
Aug. 19-21	Nevada	Las Vegas, Nev.
Aug. 22-25	Washington	Tacoma
Aug. 22-26	Government Employees	Miami Beach, Fla.
Aug. 26-27	Wyoming	Cheyenne
Aug. 29-Sept. 2	Communications Workers	New Orleans
Aug. 29-Sept. 1	New York	Kiamesha Lake
Sept. 5-9	British Trades Union Congress	Bournemouth, England
Sept. 7-9	North Carolina	Raleigh
Sept. 9-13	Connecticut	Hartford
Sept. 18-22	Illinois	Rosemont, Ill.
Sept. 25-28	Minnesota	Rochester
Sept. 29-Oct. 3	Electronic Workers	Bal Harbour, Fla.
Oct. 2-5	Kentucky	Louisville
Oct. 3-7	Graphic Communications Union	Miami Beach, Fla.
Oct. 3-7	Roofers	Las Vegas, Nev.
Oct. 5-7	Massachusetts	Boston
Oct. 6-8	South Carolina	Myrtle Beach
Oct. 10-12	Wisconsin	LaCrosse
Oct. 10-13	California	Los Angeles
Oct. 17-21	Chemical Workers	Hollywood, Fla.
Oct. 24-Nov. 4	Actors & Artistes	Bal Harbour, Fla.

AFL-CIO MEETINGS & EVENTS

Feb. 15-19	Executive Council	Bal Harbour, Fla.
Mar. 14-18	Education Conference	Milwaukee
Apr. 10-14	BCTD Legislative Conference	Washington, D.C.
May 4-6	Secretary-Treasurers Conference	New Orleans
May 6-9	Union-Industries Show	New Orleans
May 10-13	Lawyers Conference	Chicago
June 12-17	Community Services Conference	New Orleans
Nov. 16-18	Industrial Union Dept. Convention	Hollywood, Fla.

Reflagged ships to carry U.S. crews

Continued from Page 1

ports have long been required to sail with American crews. But the only legal requirement for U.S. ships trading between foreign ports was that the master and radio operator must be Americans.

The original intent of the waiver was to enable a vessel to fill out a crew with local seamen if caught shorthanded far from a U.S. port in an era before air travel was common.

That loophole went virtually unused and almost forgotten until the Persian Gulf crisis, when 11 Kuwaiti tankers were transferred to U.S. registry to get Navy protection.

Besides objecting to the evasion of the nationality standard in the Persian Gulf operation, the unions voiced concern that ship operators would take advantage of the loophole to substitute low-paid foreign crews in trading operations between overseas ports.

When President Reagan announced his plan to put Kuwaiti tankers under the American flag, the Seafarers, National Maritime Union and Marine Engineers joined in a statement protesting the circumvention of the U.S. citizen manning requirement.

Unions testify

In testimony before various congressional committees at the time, SIU President Frank Drozak, NMU President Shannon J. Wall and MEBA President C.E. DeFries made the points that Congress acknowledged when it passed the corrective legislation.

The unions welcomed the President's signature on the bill, which also will create a substantial number of jobs for American workers on fish-processing vessels.

Under existing law, American-flag vessels have preference for fish-processing operations in the 200-mile zone. The new legislation will curb a growing practice of reflagging foreign-built fish-processing vessels to take advantage of the American-flag preference.

While the U.S. crew requirement has applied to the seamen on the ships, there was no comparable citizenship or residence requirement for workers hired for the on-board fish processing operations.

The new law will apply Immigration Act standards that bar use of workers from other countries if there are American citizens or legal residents available for the work.

EDITORIALS

Our Special Debt

IF HE HAD LIVED, Dr. Martin Luther King Jr. would have been 59 years old this month—in the same age bracket as many of the nation's most active and respected leaders.

He died 20 years ago in Memphis, struck down in relative youth by an assassin's bullet after having achieved more than most people accomplish in a full lifetime.

The trade union movement, like the civil rights movement, places special significance on a meaningful observance of the national holiday that honors Dr. King. We have good reason.

We remember, and we will do our best to assure that future generations of union members are aware, that he was in Memphis to support the union cause. The striking sanitation workers King came to help were members of the State, County & Municipal Employees.

HIS COMMITMENT to the union cause was eloquently expressed in a memorable address to an AFL-CIO convention.

Dr. King had just come to national attention as the young Alabama minister who mobilized his community to boycott back-of-the-bus segregation in Montgomery, Ala. The Civil Rights Act, which outlawed such discrimination, would not be enacted for another three years.

The trade union and civil rights communities are united by a "duality of interests," King told the AFL-CIO delegates, making "any crisis that lacerates you a crisis from which we bleed."

In the struggle for justice, he said, "some of us will have to get scarred up . . . some may even face physical death."

But despite the obstacles, he said in the words of the song that was to become the anthem of the civil rights movement, "we shall overcome."

It will be shameful if the national observance of Martin Luther King's birthday ever becomes just another day for post-Christmas holiday sales.

Words to Remember

LET US PAUSE, also, to remember with special warmth another great public figure who in a longer lifetime fought the good fight at labor's side.

Hubert H. Humphrey, who died on Jan. 13, 1978, captured the affections as well as the respect of America's workers during more than three decades of public service.

He, too, was a fighter for civil rights and labor rights. After serving as senator and Vice President, he lost a close election for the presidency, but it was really America that was the loser.

The union hall was Hubert Humphrey's favorite pulpit, and he had a last message to deliver to the AFL-CIO's 12th convention, held one month before he died of cancer.

Humphrey was too ill to appear in person. In fact the telephone hookup that had been arranged was switched to his home because he wasn't strong enough to go to his Senate office.

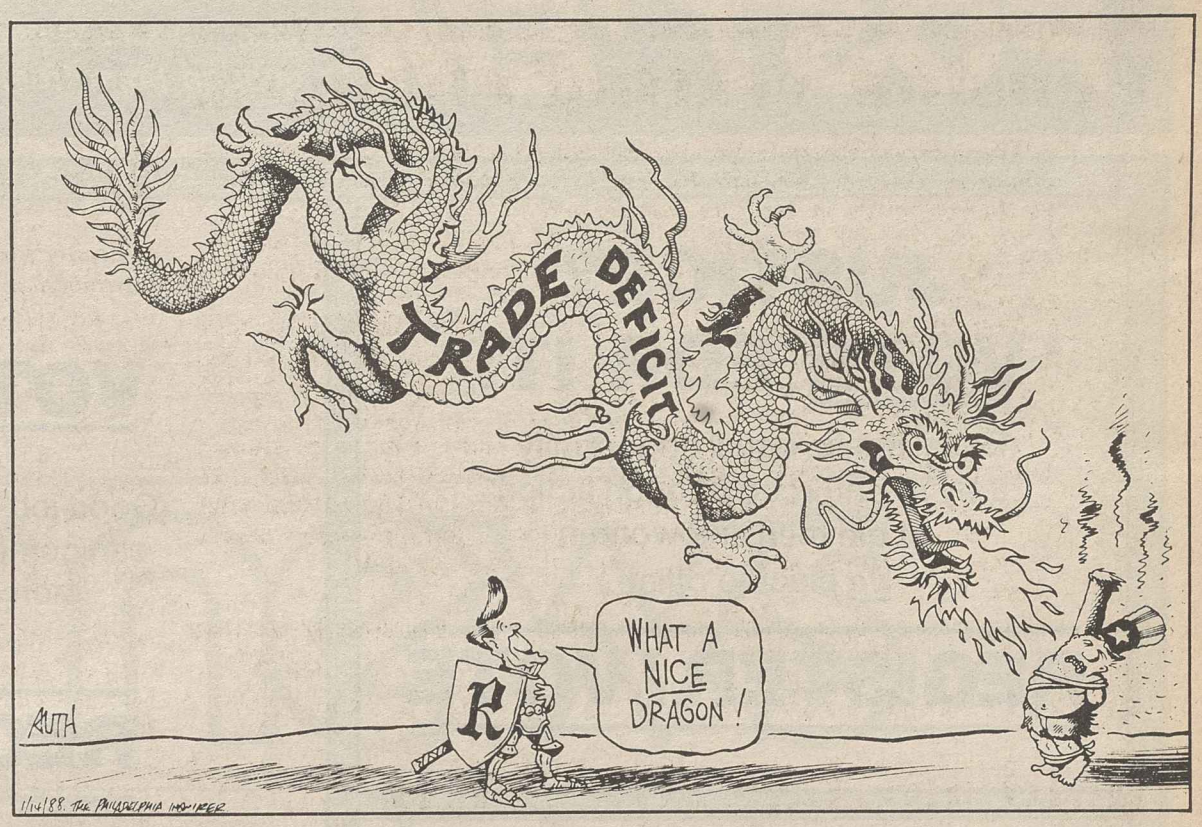
THOSE WHO heard him will never forget the emotional impact of the occasion. But Hubert Humphrey's words are worth recalling for their own sake:

"Our first priority has got to be to restore our nation to full employment and a growing and expanding economy. We can't do any of these things we want to do unless we have people at work . . . . "We must deal with the harsh fact that unfair competition from abroad has cost thousands, yea hundreds of thousands, of American workers jobs and loss of income.
American workers jobs and loss of income.

"There is a lot of talk about free trade, but I am here to tell you that there is no free trade when other governments provide massive subsidies, when they permit exploitative wage rates and when they dump excess production into the American market while maintaining trade barriers to the products we produce.

"I think we ought to say to the whole world that we have had enough of this. We will work hard to achieve agreements with other nations . . . . But we are not going to get rolled over."

Drawing on his last reserves of energy, Humphrey sounded a final battle call. "We can't quit," he insisted. "Sometimes we know we are not going to get all we ask for, but we are not going to get anything unless we fight for it."



Tony Auth in the Philadelphia Inquirer

Washington Window

Major upgrading needed for job training program

By Press Associates

Not much has been heard recently about the Job Training Partnership Act, now in its sixth year as the nation's main program to help poor, disadvantaged and displaced workers get the skills and education they need too find employment.

What little has been said about the program usually has been kind. President Reagan hailed JTPA as a big success at last fall's annual conference of the National Alliance of Business. After his usual bashing of JTPA's predecessor, the Comprehensive Employment & Training Act, Reagan proclaimed that under JTPA, the "hard-to-employ are getting trained. They're getting placed. They're keeping jobs with good pay in good companies. They have reclaimed the American dream."

The Labor Dept. paints a far too rosy picture of JTPA achievements and downplays the enormous job training task that faces the nation, according to employment expert Sar A. Levitan, the director of the George Washington University Center for Social Policy Studies. He and Frank Gallo, a research associate at the center, are the authors of a new book, "A Second Chance: Training for Jobs."

The Labor Dept. claims that from July 1, 1985, to June 30, 1986, 60 percent of JTPA participants obtained jobs and at a lower cost per trainee than under CETA.

Minimal monitoring

But Levitan and Gallo said the credence of such figures is undermined by the Labor Dept.'s minimal monitoring of the program, responsibility for which it largely abdicated to the states as a kind of block grant. An "investigative reporter found that in the case of one contract, the trainer reported 100 percent success, but only a few people were actually placed," Levitan told the same business conference at which Reagan spoke.

"Because federal, state and local authorities do little monitoring, JTPA is vulnerable to flagrant abuses in reporting," Levitan and Gallo found.

While the Administration extols JTPA's lower cost, a closer look shows that the average enrollee receives only 14 weeks of training, about four weeks less than the average CETA trainee, they said. The quality of training often is inferior to that of the much-maligned CETA program, largely due to cost-cutting pressures and less remedial education, they added.

Most needy bypassed

The Labor Dept.'s stress on showing good job placement data and JTPA's emphasis on a strong business role in local programs has led to "creaming" the most employable of the jobless instead of enrolling those most in need of training and education, they said.

In line with the Administration's philosophy, states were given a major role in oversight of local training programs. "Federal negligence gave states even greater responsibility. However, states have done little to fill the leadership vacuum left by the federal government," they observed. "State financial contributions to JTPA are negligible, and the states have spent only two-thirds" of the federal funds allocated to them for the program, they found.

They called for vigorous Labor Dept. supervision of JTPA, improved training quality, targeting the most disadvantaged among the jobless, expanding the use of stipends, spot-check audits of contractor performance and restoration of public service jobs.

Even with these measures, only one in 20 of those eligible can be helped to find employment, they cautioned. On this score, they proposed that spending on JTPA and the nation's other jobs programs be restored to the 1981 funding level, which would mean doubling it to nearly $6 billion annually.

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AFL-CIO news

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POST 'EM

The messages below are designed for posting on union hall and job site bulletin boards--enough of them so you can change them from time to time. Just snip and post.

JUSTICE? VOTE FOR IT!

(Equal rights, equal opportunity -- they're enforced through action of the men and women we elect to office.)

REGISTER / VOTE

JOBS? VOTE FOR THEM!

(Good job opportunities, and training for them, can come through programs passed by the men and women we elect to office.)

REGISTER / VOTE

Every Vote Counts...
One Vote Counts...
Your Vote Counts...

REGISTER / VOTE

JOB SAFETY/HEALTH? VOTE FOR IT!

(Workers need stronger laws to enforce safety and health on the job. They will come only if we elect safety-conscious officials to office.)

REGISTER / VOTE

REGISTER / VOTE

The job you save may be your own.

BETTER SCHOOLS? VOTE FOR THEM!

(Good schools for our children start with the determination of the men and women we elect to create and fund them.)

REGISTER / VOTE

REGISTER / VOTE

Has anyone come up with a better idea?

BETTER HEALTH CARE? VOTE FOR IT!

(Decent health programs that help workers and our families can be provided by actions of the men and women we elect.)

REGISTER / VOTE

MEMO FROM COPE

States moving to fill vacuum on worker protections

By David L. Perlman

State legislatures are starting to fill the vacuum left by a veto-stymied Congress that has held the federal minimum wage at its 1981 level and has failed to act on a new generation of workplace concerns.

A survey by the AFL-CIO News, based on first-hand reports from state central bodies and Labor Dept. compilations, found that 10 of the 50 states have already topped the federal wage floor of $3.35 an hour. And that's despite two gubernatorial vetoes. California has adopted a $4.25 hourly wage base to take effect not later than July. Connecticut will reach that level in October.

Even traditional low-wage states are prodding Congress to act by passing standby legislation to assure that the state minimum is raised when the federal wage floor goes up. North Carolina has approved a $4-rate on a standby basis.

Congress treads gingerly with issues of drug testing. But a fast-growing number of state legislatures is putting restrictions on random testing of workers.

Commonly, the new state laws require that employers have reasonable cause to insist that drugs or alcohol are impairing a worker's performance before requiring a test. If the test proves positive, the workers can't be fired if they agree to treatment.

It's still a rarity. But several states have already adopted parental leave bills that give a new parent of either sex the right to take unpaid time off from work, have existing health benefits continued, and be guaranteed re-employment.

States continue to curb polygraph testing by employers, another area in which Congress has not yet acted.

But this survey also showed, as have similar legislative roundups in previous years, that in the absence of federal standards states are reluctant to raise unemployment and workers' compensation benefits higher than competing states.

In both these areas, most improvements are marginal and come as a result of compromises or negotiated agreements between labor and employer groups.

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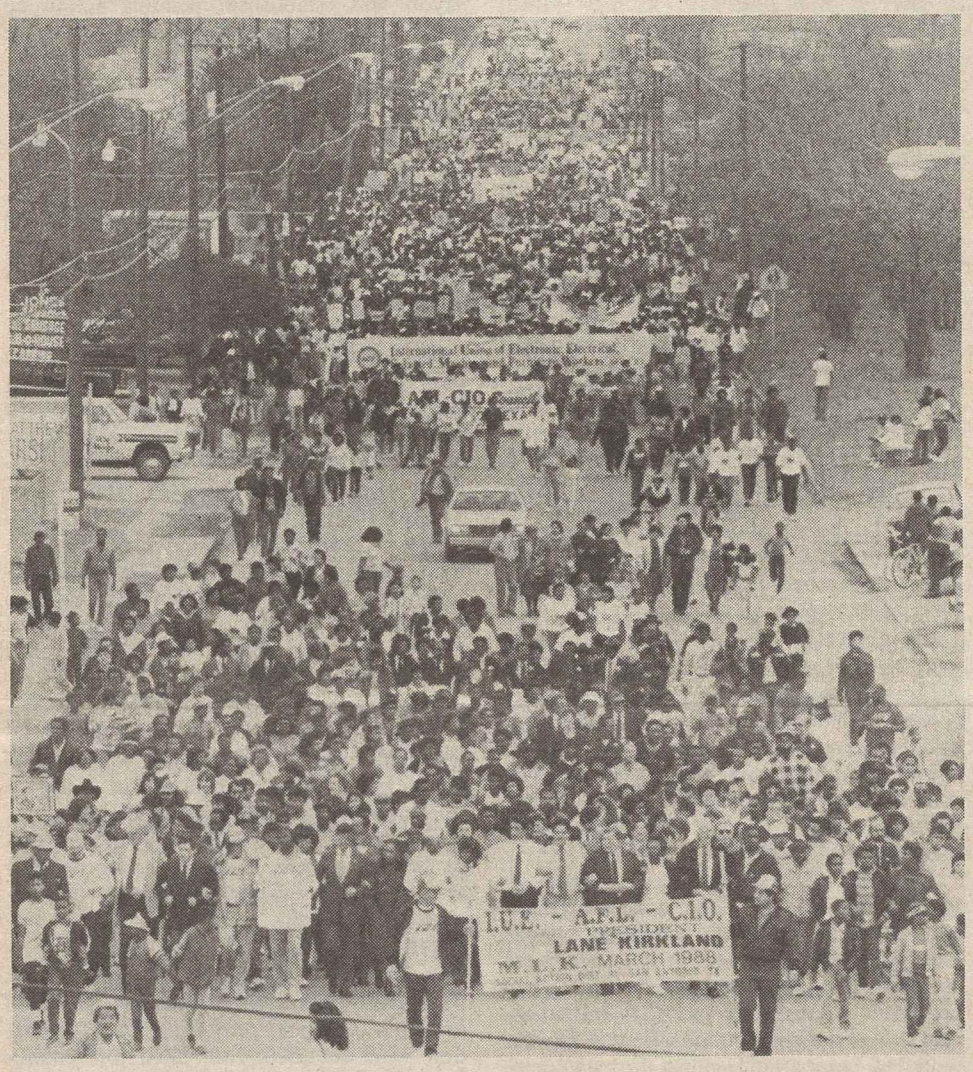

Union members in San Antonio pay tribute to Martin Luther King.

Unionists join in celebrations honoring Martin Luther King

By Candice Johnson

Martin Luther King's dream of freedom and justice for all Americans was remembered in celebrations, parades and tributes on the third national holiday honoring the slain civil rights leader.

Union members turned out in cities across the country, joining civil rights activists, school children, teachers, parents and other citizens in marking King's accomplishments. They also pledged to carry on King's dream of "equality of opportunity, of privilege and property widely distributed . . . of a land where men will not argue that the color of a man's skin determines the content of his character . . . where every man will respect the dignity and worth of the human personality."

In San Antonio, Tex., AFL-CIO President Lane Kirkland, Mayor Henry Cisneros, government officials and state and local union representatives led a five-mile

Continued on Page 5

Trade deficit surges by $159-billion mark

Imbalance exceeds last year's record

By Gene Zack

The nation's foreign trade deficit shot past the $159-billion mark in the first 11 months of 1987. That eclipses the previous all-time record shortfall of $156.2 billion racked up in all of 1986.

When the December figures come in, the AFL-CIO warned, the 1987 trade loss will soar to a new peak well above the $170-billion level—a nearly 9-percent leap in the imbalance between imports and exports in a year's time.

The skyrocketing 1987 trade deficit came despite November's $2.4-billion decline in imports to $37 billion. Exports posted a $2-billion gain to $23.7 billion, but that still put the trading shortfall at $13.2 billion in November. The U.S. trade deficit hit a record-shattering $17.6 billion in October.

Job erosion

With imports still far outstripping exports, federation economist Rudy Oswald emphasized that November's imbalance "means that there are some 300,000 fewer jobs for American workers," since each $1 billion of excess imports over exports costs the nation some 22,500 jobs.

The Administration touted the figures as proof that the two-year free-fall in the value of the U.S. dollar on world money markets was finally helping to reduce the nagging trade deficit.

But Oswald found little comfort in the data. A major share of the one-month decline in the trade deficit follows normal seasonal patterns, he pointed out. October is historically the heaviest month for Christmas-related imports and there is a normal falloff in November, Oswald pointed out.

With the deficit heading toward another record-breaking peak—as has been the case each year throughout the Reagan presidency—the only acceptable solution is enactment of pending trade legislation now before a House-Senate conference committee, Oswald emphasized.

"Despite Reagan Administration forecasts that the 1987 deficit would be $20 billion to $30 billion below the previous year's all-time high, the trade situation remains dismal," he said. "A record new trade imbalance for last year simply underscores the urgent need for Congress to pass a trade bill with strong provisions that will turn the trade deficit around."

There were strong indications that financial circles were concerned that the one-month decline in the deficit could be simply an abberation.

Ripple effect

Earlier trade figures had triggered October's "Black Monday" Wall Street crash, when the Dow Jones industrial average plummeted 508 points in a single day. The import-export imbalance drove the stock market down again in December, although not as dramatically, and sent the dollar to its lowest level since World War II.

The news of an improvement in trade between October and November pushed up the Dow Jones index, but investors remained cautious and the market is still

Continued on Page 4

Consumer prices jump 4.5 percent, sap real earnings

Consumer prices rose 4.5 percent during 1987—more than six times faster than the inflation rate of the previous year—and the purchasing power of workers' paychecks declined 1.1 percent from 1986 level, the government reported.

Last year's sharp price increase was the largest since 1981 when the cost of the marketbasket of goods and services that make up the consumer price index shot up 8.9 percent.

The Bureau of Labor Statistics report spelled continuing bad news for workers and their families. Although average hourly earnings improved 3 percent in the past 12 months and the average workweek increased three-tenths of 1 percent, these gains were more than wiped out by rising prices.

10-year sting

There has been a steady erosion in buying power over the decade for the average worker whose paychecks purchase 10.9 percent less than they did in 1978.

The BLS index for urban wage earners and clerical workers (CPI-W)—the basis used to calculate cost-of-living increases in most collective bargaining agreements—inched up one-tenth of 1 percent over the previous month.

In that same period, average hourly earnings declined two-tenths of 1 percent and the workweek fell six-tenths of 1 per-

Continued on Page 4

Phone unions, AT&T adopt coordinated bargaining plan

The Communications Workers and the Electrical Workers have reached a landmark agreement with American Telephone & Telegraph Co. that sets the stage for coordinated contract negotiations in 1989 covering nearly 200,000 employees.

The historic accord calls for an arrangement under which the unions will co-chair common bargaining tables while negotiating on subjects identified as national contract issues.

While the agreement provides that these items will be identified by the parties before bargaining begins, they are generally expected to include the major economic and benefit provisions of the labor contracts.

The announcement by the two unions noted that CWA President Morton Bahr and IBEW President John J. Barry had agreed several months ago that they would work toward the closest possible coordination and cooperation wherever the unions share representation of the employees of a single company.

Although the CWA and the IBEW have been party in the past to coordinated bargaining efforts involving other unions and under the auspices of the AFL-CIO, the

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1/23/88

Labor registers mixed gains in states

These are highlights of state legislature actions on areas of labor concerns, from reports of AFL-CIO central bodies and Labor Dept. compilations:

ARKANSAS—Some modest improvements in unemployment compensation eligibility requirements were enacted, short of labor's goals. A new labor-supported law requires a 60-day notice before a person can be removed from a voter registration list. The state minimum wage was raised 10 cents to $3.25 this year, and will go to $3.30 in 1989.

CALIFORNIA—A $4.25 an hour minimum wage for California's workers was established by the state's Industrial Welfare Commission, to take effect not later than next July. That's the same amount the legislature had voted to set by law last September, but the bill was vetoed by Gov. George Deukmejian (R). He said the decision should be left to the regulatory commission.

The State AFL-CIO, which had pressed for a $5 minimum, welcomed the pay adjustment as overdue. But it opposes and is challenging a subminimum wage of $3.50 for workers receiving more than $60 a month in tips. That's an apparent contradiction of a separate state law prohibiting employers from crediting tips against wages due to workers.

The governor also vetoed a bill raising the maximum unemployment insurance benefit by $15 to $181 a week. His excuse was that he wanted eligibility standards tightened still further so that fewer workers would receive benefits and the legislation would be "revenue neutral." It's the third benefit increase bill he has vetoed.

Another Deukmejian veto killed a labor-backed bill that would have required companies to grant a reasonable request by an employee for unpaid leave of up to four months for child care.

Attempts to reach agreement on improvements in workers' compensation weren't successful. But the legislature is still in session and the efforts are continuing.

COLORADO—Strict certification standards set for asbestos abatement work.

CONNECTICUT—Major gains included a two-step rise in the minimum wage from $3.37 an hour to $3.75 last October and to $4.25 next October. Ceiling on workers' compensation payments raised. It now provides two-thirds of lost earnings up to a maximum of 150 percent of the state's average wage—up from 100 percent.

Random drug and alcohol tests were barred unless an employer has grounds for suspecting that an individual is under the influence of drugs while on the job.

Some other gains: Private hospitals and nursing homes are barred from charging to the state Medicaid program the costs of hiring anti-union consultants. Citizens can register to vote by sending in notarized postcards. Local school officials will be required to bargain over hours of work.

The chief disappointment was failure to pass a plant closing notification law.

DELAWARE—Changes in unemployment insurance law will make it easier for jobless workers to qualify for benefits and provide higher payments for many workers. Part of the gain will be cancelled if the unemployment insurance trust fund drops below $90 million.

FLORIDA—Improvement in unemployment compensation law, with maximum benefit rising from $175 to $200 and agricultural coverage expanded from employers of 10 or more workers to farms with five or more. Legislature also adopted a strong asbestos control law.

GEORGIA—Maximum unemployment insurance benefit raised from $145 to $155 and will go to $165 on July 1 if the trust fund is not less than $175 million. A Georgia Youth Conservation Corps was established.

HAWAII—Major gains include a 50-cent rise in the minimum wage to $3.85 an hour, and a breakthrough plant closing law.

The new law requires employers of 50 or more workers to give employees and the state at least 45 days advance notice of a full or partial closing of a plant, or of relocation to another state. Employers must pay each dislocated worker an allowance equal to the difference between unemployment compensation received and the worker's average weekly wage for four weeks.

The legislature defeated the labor-opposed call for a federal constitutional convention to adopt a balanced-budget amendment.

ILLINOIS—New law raises unemployment insurance benefits 4 percent a year for each of the next three years, with benefit adjustments for the following two years linked to various benchmarks. Although the new lockout provision did not meet labor's goals, it does enable locked-out workers to obtain unemployment insurance if the employer refuses to meet with workers to discuss issues in dispute or the NLRB has found the company refused to bargain in good faith. A new legal assistance program will help unemployed workers contest denial of benefits.

Another labor-sought bill requires the purchaser of a business to abide by an existing collective bargaining agreement for the duration of its term.

Public employers were barred from hiring anti-union consultants in an attempt to prevent workers from choosing union representation. A plant closing bill passed the House but fell one vote short in the Senate, and a veto killed a bill expanding the state's Buy American requirement for steel products to other purchases.

Gains included an asbestos abatement program and legislation that overcame a state court decision that allowed employers to fire workers for alleged excess use of employment-related health insurance.

INDIANA—With a Senate Labor Committee headed by an anti-union Republican, the best news out of a stand-pat session was that no anti-labor bills were enacted. Some overdue education improvements were made, but not as much as hoped for. State AFL-CIO gave legislature a C- grade on education bills.

IOWA—Random drug testing by employers was banned under a new state law, except on reasonable ground. An employee who tests positive for the first time will have the opportunity to undergo treatment and will not be disciplined if he or she does.

Considerable progress was made to upgrade education, from kindergarten through college. Another big plus was passage of a model environmental protection bill.

On the negative side, Gov. Terry E. Branstad (R) vetoed union-supported bills for tax reform, including a more progressive state income tax, and a needed expansion of Medicaid coverage.

KANSAS—The big setback was repeal of the state's 96-year-old prevailing wage law at the urging of Gov. Mike Hayden (R). It was a hairsbreadth close 63-62 vote in the House. All 51 Democrats and 11 of the 74 Republicans voted against it. On the plus side, some modest improvements in workers' compensation.

KENTUCKY—A special seven-day session of the Kentucky legislature approved a labor-supported package of workers' compensation changes proposed by the governor's task force. The program will be administered by a new Workers' Compensation Board.

LOUISIANA—Battered by recession-level joblessness, labor agreed to a 7 percent cutback in new unemployment insurance benefits in exchange for strengthened funding of the system.

MAINE—Republican Gov. John R. McKernan Jr. used his veto to kill labor-supported bills passed by the Democratic legislature.

Under previous law, the state minimum wage rose to $3.65 on Jan. 1, 1987. The vetoed bill would have raised that in 10-cent annual stepups to $3.95 in three years. Also vetoed were bills providing unemployment insurance benefits during lockouts and barring random drug testing.

A special session passed what the State AFL-CIO termed a good anti-strikebreaker bill, prompted by the strike against the International Paper Co. facility at Jay, Me. It, too, was vetoed.

MARYLAND—Labor-supported bills adopted include an increase in the unemployment insurance dependent allowance from $4 to $6, payment of jobless benefits to unemployed persons enrolled in training programs, extension of time for victims of occupational disease and their survivors to file court claims, and repeal of some remaining blue laws restricting Sunday activities.

MASSACHUSETTS—Existing law moved the state minimum wage to $3.65 last July and will take it to $3.75 next July 1.

MICHIGAN—A labor-sought law reversed a court decision requiring retroactive reduction or paybacks of workers' compensation benefits to offset pension and social security income. Other measures sought by labor were carried over to the 1988 session.

MINNESOTA—State AFL-CIO welcomed increase in the minimum wage but will seek to eliminate the two-tier system that was adopted. For workers covered by the federal wage-hour law, the minimum wage was raised to $3.55 this year and will go to $3.85 in 1989 and $3.95 in 1990. But workers not covered by the federal law had their minimums raised only to $3.50 this year, with increases to $3.65 next year and $3.80 in 1990. Persons under 18 can be paid 90 percent of the minimum. Next year, offsets for tips will be eliminated and tipped employees must be paid the full minimum wage.

A labor-sought parental leave law requires employers of more than 20 workers in both the private and public sectors to allow either parent six weeks of unpaid leave after the birth or adoption of a child, with a guarantee of re-employment.

Random drug testing is barred except in "safety-sensitive" jobs, and workers with drug or alcohol problems must be given an opportunity to enter a treatment program. More stringent restrictions on drug testing are allowed if provided under a union contract.

A tax reform bill made the state income tax more progressive, although labor was disappointed in taxation of unemployment insurance and pension benefits.

MISSOURI—A Buy American law requires state and local governments to buy or lease only American-made goods and products if the cost would not be more than 10 percent higher than a competing imported product.

Legislature adopted a labor-supported bill establishing a voluntary work-sharing unemployment compensation program that an employer can adopt instead of temporary layoffs. If workers are represented by a union, the program must be approved by their collective bargaining agent.

MONTANA—Most anti-labor bills were beaten or blocked, though not all.

On the plus side, labor and allies succeeded in blocking a resolution calling for a federal constitutional convention to enact a balanced budget amendment. It narrowly passed the House but was decisively beaten in the Senate by a 45-4 vote after a "tremendous grassroots lobbying effort."

Legislature rejected bills to seriously weaken little Davis-Bacon laws, but adopted a compromise measure raising coverage threshold. Minor changes in unemployment compensation eligibility included some improvements sought by labor. A bill to repeal a law setting a policy of equal pay for work of comparable worth for state employees was blocked.

A major gain was legislation overcoming an adverse ruling of the state attorney general by specifying that tips cannot be deducted from the $3.35 cash minimum wage employers must pay under state law. The legislature also adopted restrictions on random drug testing.

On the downside was passage of a bill reducing workers' compensation benefits and eligibility. State AFL-CIO assessment: "It takes a giant step towards dismantling one of the most comprehensive workers' compensation programs in the country and sets back the cause of injured workers at least 30 years."

NEBRASKA—A modest rise in maximum unemployment benefits from $126 to $134. The minimum benefit was upgraded from $12 to $20 a week.

NEVADA—After hearings, the state labor commissioner moved the minimum wage from $2.75 to $3.35 for adults and to $2.85 for persons under 18.

NEW HAMPSHIRE—Existing law moved the wage floor from $3.45 to $3.55 on Jan. 1, and it will go to $3.65 in 1989. The maximum unemployment insurance benefit was raised from $150 to $156. A whistleblowers' protection law bars retaliation against workers who report violations.

NEW JERSEY—Progress was made with bipartisan support in a politically divided legislature. Labor-supported bills enacted included civil service reform and protection for whistleblowers who call attention to wrongdoing or hazardous workplace conditions. Restrictions on hostile corporate raiders were adopted. Construction Workers Fringe Benefit Security Act seeks to cut down on evasion of welfare fund contributions by requiring withholding of payments to delinquent contractors. Mass transit and highway programs received needed funds.

NEW MEXICO—The bad news reported by the State AFL-CIO was the continuing assault by the new attorney general on the bargaining rights for public employees.

The good news is that some anti-labor bills were defeated or blocked, including repeated attempts to get a "right-to-work" bill enacted and to repeal the state's "little Davis-Bacon" prevailing wage law. A compromise workers' compensation bill was enacted, lacking most improvements labor had sought but restoring some benefits that had been eliminated in a 1985 law.

Clearly on the plus side was a "right-to-know" law to require employers to inform workers of hazardous chemicals used in the workplace, and to provide training in their handling.

NEW YORK—A temporary program to help dislocated workers continue health insurance after a plant closing or major layoff was established, pending action on permanent legislation proposed by the governor.

NORTH CAROLINA—State AFL-CIO is "very pleased" with the 1987 session. There were major improvements in workers' compensation benefits and procedures. In 1983, the unemployment insurance maximum was cut from two-thirds to 60 percent of the average state wage. The new law returns to the two-thirds level in two steps.

The legislature also amended the minimum wage law to require matching increases of up to $4 an hour if the federal minimum is raised before June 1, 1989. It replaced an outdated provision allowing a rise to $3.60 an hour if the federal minimum were raised before July 1987.

NORTH DAKOTA—Some improvements in workers' compensation and a mixed bag of unemployment insurance adjustments. The state's Legislative Council was directed to study the desirability of comparable worth legislation covering state and local agencies.

OHIO—Legislature approved a modest and gradual restoration of previous cuts in unemployment compensation. It required licensing of firms engaged in asbestos abatement work and training of employees. And it asked Congress to require firms that go bankrupt to be responsible for pension and insurance benefits due active and retired workers.

OKLAHOMA—A right-to-work law came to a vote—and was beaten. It can't be revived in the 1988 session. Repeated attempts to repeal prevailing wage legislation were rebuffed. Still alive for second-session consideration is a bill to give municipal employees bargaining rights. It was sent back to a House-Senate conference shortly before the first session ended.

OREGON—State AFL-CIO's assessment is that workers were "well served" in the 1987 session of the legislature although workers' compensation changes were a mixed bag.

Unemployment insurance gains included a state extended benefits program during high joblessness and continuation of jobless benefits for up to six months of job training, double the previous limit. Voter registration was made more convenient; a tax form checkoff will permit persons due refunds to contribute a share to the political party of their choice, to Alzheimer's Disease research, or to both.

A parental leave bill allows up to 12 weeks of unpaid leave on the birth or adoption of a child. And a new financial safety net assures that schools won't be forced to close for lack of operating funds.

PENNSYLVANIA—Many of labor's goals are awaiting second-session action. The Democratic House passed a bill to raise the wage floor in annual steps to $3.85, $4.25 and $4.60, with indexing thereafter. But it faces uphill sledding in the Republican Senate. Measures enacted in the first session include dislocated worker assistance and a $200,000 appropriation to bolster labor education efforts in the state.

RHODE ISLAND—By prior law, the minimum wage rose 10 cents to $3.65 on July 1, 1987. New labor-supported legislation enacted includes a rise in the unemployment benefit from 55 to 60 percent of a worker's wage, with the maximum going from 60 to 67 percent of the

Continued on Page 3

Legislatures moving on key worker issues

Continued from Page 1

There have been some steps to recoup cutbacks made during the Reagan recession that sent joblessness into double digits. But James Ellenberger, who tracks unemployment benefits and workers' compensation for the AFL-CIO Dept. of Occupational Safety, Health & Social Security, warns that benefits and coverage are deteriorating.

The percentage of jobless workers receiving benefits is at a historic low. Heavy borrowing by the states from the federal government during the recession has left unemployment insurance trust funds deeply in debt. And extended benefits for the long-term jobless have virtually disappeared because of harsh eligibility triggers.

Yet the need remains, Ellenberger stressed. During 1987, an average of more than 1 million workers every month had been out of work longer than the 26 weeks allowed by state programs.

RTW drives rebuffed

Repeated attempts to enact "right-to-work" laws that ban the union shop were turned back. So were most of the attempts to repeal or weaken prevailing wage laws that are patterned after the federal Davis-Bacon Act. Only Kansas repealed a prevailing wage law, and that by a single vote in a heavily Republican legislature. But repeal attempts failed in nine other states.

The survey showed a number of legislatures requiring certification and evidence of employee training by firms hired to remove hazardous asbestos. There was also tightening of "right-to-know" laws.

There was some welcome concern for farm workers, although again short of what labor has sought.

Many states are still in the process of catching up to the federal level in areas of social legislation and labor concerns. But in at least some areas, the federal government has some catching up to do.

Oscar Jager dies at 75, labor editor-publicist

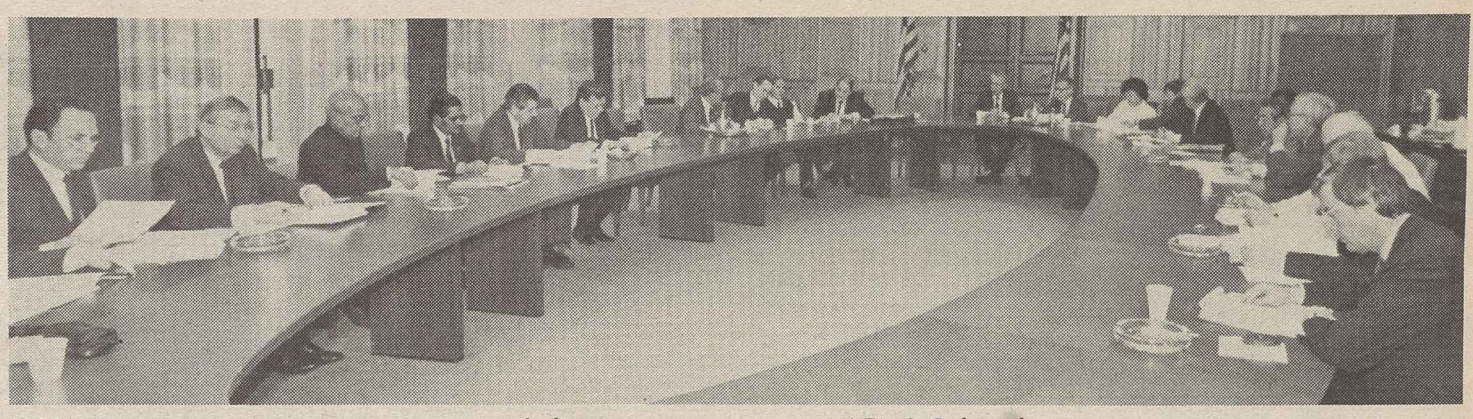
Memorial services were held in the AFL-CIO building for Oscar Jager, a retired public relations consultant whose union ties date back more than half a century.

Jager, 75, died at his home in Bethesda, Md., on Jan. 15. He had retired in 1982 from the consulting firm he founded.

As an employee of AT&T in New York, Jager became a local officer of the formerly unaffiliated American Union of Telephone Workers, and in 1945 was its national editor and education director. He became editor and public relations director of the CIO Telephone Workers Organizing Committee and joined the staff of the new Communications Workers in 1949.

From 1956 to 1964, Jager was director of publications and public relations for the AFL-CIO Industrial Union Dept. He went from there to the Labor Dept., later was press secretary in the successful political campaign of Pennsylvania Gov. Milton J. Shapp, and in 1966 established his public relations firm in Washington.

His survivors include his wife, Elizabeth Rodgers Jager, who before her retirement was an economist with the AFL-CIO Dept. of Economic Research.



ICFTU committee on peace, security and disarmament meets at AFL-CIO headquarters.

ICFTU outlines peace and justice goals

Worldwide labor delegation confers with Reagan, key officials

The concerns of working people in all parts of the world for peace and social justice were conveyed to President Reagan by a delegation from the International Confederation of Free Trade Unions.

Members of the ICFTU's Committee on Peace, Security & Disarmament, led by Gen. Sec. John Vanderveken, held two days of meetings and discussion in Washington with Reagan, Sec. of State George Shultz and other top officials of the Administration. AFL-CIO President Lane Kirkland and 11 other leaders of national labor federations also were in the delegation.

"We are not military experts or diplomats," Vanderveken said, "but we know that the workers we represent cannot hope for economic progress and social justice without world peace."

The ICFTU committee, in response to a direction from the organization's 1983 World Congress, has been meeting with world political leaders "to express our concern and hopes," Vanderveken said. Discussions also have been held to date with the secretary-generals of both the North Atlantic Treaty Organization and the United Nations, as well as Soviet leader Mikhail Gorbachev. On behalf of the delegation, Vanderveken thanked Reagan for signing a treaty with Gorbachev to eliminate intermediate and shorter range land-based missiles—the INF treaty.

Arms controls

The delegation pressed for further controls through a strategic arms reduction treaty covering air- and sea-launched missiles.

"We believe security and disarmament can be achieved at much lower levels of expenditure on conventional military hardware, without chemical weapons and with the elimination of all nuclear weapons," Vanderveken said. "The needs of the world's peoples for peaceful economic development are so pressing that we must all try to ensure that finance and human creativity are used to create jobs and eliminate poverty rather than to stockpile weapons," he added.

ICFTU Gen. Sec. John Vanderveken and other delegation members meet Sec. of State George Shultz. At right, Labor Sec. Ann Dore McLaughlin.

The trade union leaders also expressed their concern that a worldwide recession in 1988 could worsen the "already intolerable social and economic conditions in many countries," creating "dangerous tensions within and between countries in all parts of the globe."

The delegation applauded the agreement by Reagan and Gorbachev to strengthen the United Nations and stressed that respect for international human rights standards, particularly freedom of association, is "a vital element" to a system of common trust and security. It called on the United States to re-emphasize its commitment to human rights by ratifying some of the basic conventions of the UN and the International Labor Organization that have not yet been adopted.

These include protections for freedom of association and collective bargaining and prohibitions against forced labor and employment discrimination. A two-thirds vote of the Senate is necessary to adopt a convention, which has the effect of a treaty.

At earlier meetings with Sec. of State George Shultz and key State Dept. officials, the delegation discussed arms control and disarmament treaties, human rights and international economic issues.

The other committee members are: P.P. Narayanan, ICFTU; Ernst Breit, German Trade Union Federation; Shirley Carr, Canadian Labor Congress; Gen. Sec. Gopeshwar, Indian National Trade Union Congress; Stig Malm, Swedish Confederation of Labor; Franco Marini, Confederation of Italian Trade Unions; Tadanobu Usami, Asian & Pacific Regional Organization; Norman Willis, British Trades Union Congress; J.J. del Pinto, Venezuelan Confederation of Workers; Luis Anderson, Inter-American Regional Organization, and Amos Gray, African Regional Organization.

Kirkland calls for full funding on ILO assessment

AFL-CIO President Lane Kirkland reinforced the International Confederation of Free Trade Union's call for full U.S. funding for the International Labor Organization.

The federation has pressed the Reagan Administration and Congress for full allocation of America's treaty obligations, including full payment to the ILO.

In a letter to Deputy Sec. of State John C. Whitehead, Kirkland noted that the U.S. payments were running behind schedule and at a lower rate than that assessed by the UN organization. Kirkland also stressed the importance of the ILO as the only UN body in which workers, employers and their governments vote equally.

Under the State Dept.'s allocation plan, international organizations—the International Monetary Fund, the North Atlantic Treaty Organization and the World Bank, for example—receive varying levels of funds. The ILO currently receives 80 percent of the U.S.'s assessed contribution, but the United States is still in arrears on past contributions even at the reduced rate.

In a letter to House and Senate budget conferees, AFL-CIO Legislative Director Robert M. McGlotten pointed out that insufficent fiscal year 1988 appropriations for international organizations and a list of funding considerations which ranked the organizations could cause a "deficiency of funding" for the ILO.

McGlotten urged the conferees to allow the State Dept. to continue to determine fund allocation or to add the ILO to the list of priority organizations.

The ICFTU delegation raised the allocation issue while meeting with State Dept. officials and called for ILO funding to be raised to the top priority classification.

States act on minimum wage, worker protections

Continued from Page 2

state's average wage. The dependency benefit was raised to $10 a week for each child, up to five.

A parental leave law requires employers of 50 or more workers to grant up to 13 weeks of unpaid leave and to reimburse the parent for the cost of health insurance after return to work. Restrictions on drug testing were enacted, and the law banning the use of polygraph tests as a condition of employment was tightened.

SOUTH CAROLINA—Labor's efforts, so far successful, have been concentrated on preventing passage of harmful legislation.

TENNESSEE—The maximum unemployment benefit was raised from $130 to $145 and lockouts will no longer be a cause for disqualification. A special legislative committee was directed to study the impact of plant closings and major layoffs, with recommendations due by Apr. 30, 1988.

TEXAS—The minimum wage for farm workers not covered by the federal wage-hour law was raised from $1.40 to $3.35 an hour. Also, agricultural workers must be informed about the hazardous chemicals to which they are exposed.

Gov. William P. Clements Jr. (R) vetoed legislation that would ban "stoop labor" in the fields.

Clements also vetoed a Buy American bill for state purchases and four labor-supported election reform bills.

Over labor's objection, unemployment insurance maximum benefits were frozen for two years. They had been indexed to the average manufacturing wage.

VERMONT—Existing law moved the minimum wage to $3.45 last July and will take it to $3.65 next July. A drug testing law requires probable cause for current employees and bars the firing of a worker who tests positive but enters a drug or alcohol rehabilitation program.

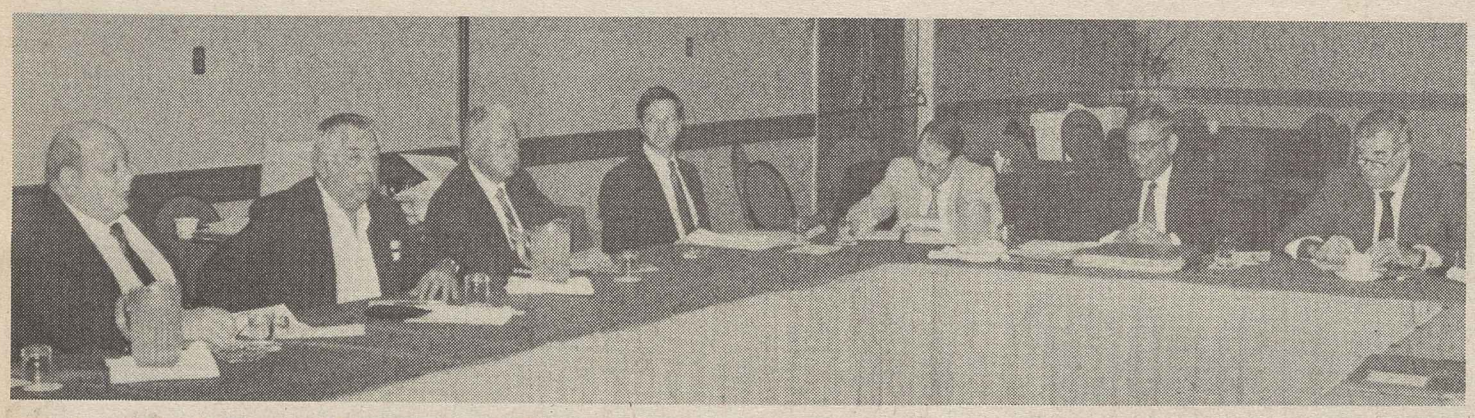
A significant new law requires employers of 10 or more workers to rehire former employees with injuries covered by workers' compensation who have recovered to the point they are able to perform the duties of their former jobs or suitable alternative positions.

WASHINGTON—Workers in nursing homes were guaranteed a $4.76 minimum wage, even though a broader minimum wage bill failed to pass. Progress was made in providing or restoring collective bargaining rights for groups of public employees. And the state provided funds for a long-sought labor education center at Evergreen State College.

WEST VIRGINIA—Attacks on labor were beaten, including "right-to-work" and attempted repeal of the prevailing wage law. But there was little on the positive side.

WISCONSIN—Two minimum wage bills that would have raised the pay floor to $3.85 an hour in two steps were vetoed by Gov. Tommy G. Thompson (R).

A modest improvement was won in the unemployment compensation maximum benefit, lifting it from $196 to $200 a week.



Building trades conference

Top officers of the AFL-CIO Building & Construction Trades Dept. discuss legislative measures facing the second session of the 100th Congress—including Davis-Bacon Act changes and restrictions on double-breasted contractors—at their quarterly meeting. During the five-day session in Palm Springs, Calif., the building trades union presidents reviewed the BCTD's pension investment tracking system and addressed jurisdictional disputes. Teamsters President Jackie Presser attended for the first time as a department vice president since the IBT reaffiliated with the AFL-CIO and the BCTD last November. Sixteen affiliates comprise the BCTD.

Only 2 percent of employers provide child care services

The Reagan Administration's insistence that the private sector will solve the nation's social problems fell flat with the release of statistics showing only 2 percent of U.S. employers provide day care centers for their workers, the AFL-CIO said.

Mary Logan, assistant director of the Dept. of Occupational Safety, Health & Social Security, underscored the Administration's misplaced trust, saying "this is the progress that industry has made. We're all the way up to 2 percent." The response of the nation's businesses to this problem is "outrageously inadequate," she said.

These figures point up the need for unions to continue bargaining child care provisions into their contracts, Logan said. Further, affiliates should continue to support enactment of child care legislation.

The Bureau of Labor Statistics reported 15 that only two employers out of every 100 with 10 or more workers provide day care centers for the workers' children. Another 3 percent of all establishments—private and public—provide financial assistance to be used specifically for child care, according to BLS. A total of 11 percent provide either day care centers, financial assistance or services such as counseling and information on local child care and referrals.

The day care issue has been propelled higher on the nation's agenda because of the changes in the workforce and in the family, Logan said. "More than two-thirds of the entrants into the labor force in the past decade have been women, and two-thirds of these women have children," she pointed out and by 1995, two-thirds of all pre-school children will likely have a mother in the workforce as well as four out of five school age children.

Services and policies

The BLS survey, based on a sample of 10,000 workplaces with 10 or more employees, grouped employer assistance into two categories—child care services and work-schedule policies aiding child care.

BLS said that government agencies were more likely than private industry to provide child-care benefits or services to their employees. The survey, a one-time sampling of about 10,000 businesses nationwide, showed that 9.4 percent of government offices—including federal, state and local—sponsor child care centers, compared to 1.6 percent for the private sector.

The survey found that in the private sector, establishments with 250 or more employees were more likely to provide child care services, BLS said. Also, service sector businesses were more likely to help their workers with child care expenses.

"The differences are undoubtedly related to the fact that five of 10 employees in service producing industries, compared to fewer than three of 10 employees in goods-producing industries, are women (who typically bear the largest part of child care responsibilities)," BLS said.

On-site centers

Further, about 2 percent of the service industries provided day care centers for their workers' children, compared to only a fraction of goods-producing firms, BLS said. The survey showed that only 4.3 percent of private businesses have child care information and referral services, compared to 15.8 percent of government agencies.

The survey also determined the number of businesses providing work schedule policies to aid workers with child care. These policies included "flextime," voluntary part time, job sharing, work at home, flexible leave and other measures.

Private businesses were more willing to provide this kind of low-cost assistance as 61.4 percent reported having one or more of these policies, compared to 57.2 percent in government, BLS said. Further, smaller businesses were more likely that larger ones to aid workers through these kinds of policies.

These figures were roughly the same, regardless of the size of business or agency, BLS found. But there was a wide divergence in businesses providing day care centers, based on the size of the workforce. For the private sector, only 8.3 percent of businesses with 10 to 49 employees provided day care centers, while 14.1 percent of mid-size firms—50 to 249 workers—provide such a service. For establishments larger than 250 workers, the figure grew to 31.6 percent.

For government agencies, the figures were 24.1 percent for 10-49 workers, 27.2 percent for mid-sized groups, and 32.7 percent for those with more than 250 employees.

BLS also reported that nearly 40 percent of the government jurisdictions surveyed had no childcare benefits or policies aiding child care. The figure for private industry was 36.6 percent.

U.S. trade deficit shoots past record set for all of '86

Continued from Page 1

some 900 points below its record-breaking summer peak.

November's imports of $37 billion were nearly $2 billion higher than the monthly average of $35.1 billion recorded during the first ten months of 1987.

While there was an across-the-board drop in imports from October—including manufactured goods, petroleum products and agricultural commodities—manufactured imports still ran $1.6 billion more than the monthly average in 1987.

November exports hit the highest one-month level in history—up $2 billion from the previous month and $3.4 billion ahead of the monthly average in 1987. Both manufactured goods and agricultural commodities shared in the increase.

During the first 11 months of this year, more than half the nation's trade deficit was with Pacific Rim countries that exploit low-wage workers to undercut U.S.-made goods in the domestic market.

Japanese gap widens

For the first 11 months of 1987, America's trade shortfall with Japan hit $55 billion. At that pace, the trade gap is certain to exceed 1986 shortfall of $58.6 billion.

Japan is responsible for 35 percent of this year's trade shortfall while Taiwan accounts for 11 percent; Korea, 6 percent, and Hong Kong, 4 percent.

Other major deficit countries in the January-October period include West Germany, 9 percent; Canada, 7 percent, and Mexico, 3 percent.

One of the American industries hardest hit by the import flood is footwear, as 864 million pairs of shoes were shipped to the United States in November. Imports have captured 81 percent of the U.S. market.

The footwear institute said 25 American shoe factories were shut down last year because of import erosion.

UAW elects Casstevens to number 2 post

Detroit—Bill Casstevens was unanimously elected by the Auto Workers executive board as secretary-treasurer. He fills the vacancy caused by the death of Raymond E. Majerus last month.

Casstevens has been a vice president of the union since 1983. Prior to that, he served for 13 years as director of UAW Region 2, which comprises northeastern Ohio and northwestern Pennsylvania. He will retain his bargaining duties as director of the union's Agricultural Implements, Mack Truck, Volkswagen and Volvo-White departments.

UAW President Owen Bieber said Vice President Odessa Komer will now direct the union's Aerospace, Dana and Champion Spark Plug departments. She will also head the Bendix, Budd, Rockwell Automotive and independent parts suppliers departments. Vice President Stephen P. Yokich will direct UAW's national organizing activities.

Casstevens joined UAW Local 45 in 1954 when he was hired at the Fisher Body Coit Road plant in Cleveland. When General Motors closed that plant in 1984, he transferred his membership to Local 1045 in Euclid, Ohio. He served in a variety of posts in Local 45 before being appointed to the UAW regional staff in 1962. Eight years later he was named regional director

He has been active in civic and governmental groups, serving as a member of the Democratic National Committee, trustee on the Medical Mutual of Northeast Ohio, Medical Mutual Life Insurance Co., and Cleveland State University, and on governor's committees on judicial review, health care, occupational safety and health, and welfare reform.

Majerus was the union's secretary-treasurer from 1983 until his death at 63. Casstevens's term runs until the union convention in mid-1989.

Bill Casstevens

Team bargaining set for AT&T talks

Continued from Page 1

new understanding with AT&T is the first such coordination involving only the two unions and a single employer.

The CWA represents about 140,000 AT&T workers and the IBEW about 40,000.

Bahr hailed the agreement as an "important enhancement" of the long-term relationship between AT&T and the two major unions representing the company's employees. Barry called the pact a "historic coalition of two of the nation's biggest and most influential labor unions."

The agreement with AT&T specifies that local negotiations will be started and conducted simultaneously with national bargaining. National negotiations will involve a "manufacturing table" and an "operations table."

For purposes of national bargaining representation, local units will be assigned by mutual agreement to one of the two national tables—manufacturing or operations—no later than next Dec. 31.

Separate ratification votes will be conducted on the agreements reached at each of the national tables.

Besides Barry and Bahr, union signatories to the AT&T understanding were CWA Executive Vice President John C. Carroll and Thomas J. Hickman, executive assistant to the IBEW president. Signing for AT&T were R.E. Williams, vice president for labor relations, and R.H. Livingston, director of labor relations.

Consumer prices jump in '87 to erode real earnings 1.1%

Continued from Page 1

cent. As a result, December's paychecks bought eight-tenths of 1 percent less than they did in November.

Energy price increases played a pivotal role in the 1987 inflation rate, rising 8.8 percent during the year. That stood in sharp contrast to 1986, when there was a 20.5-percent rollback in these costs. Last year, heating oil costs shot up 12.3 percent while gasoline prices soared 18.6 percent.

In the 12-month period ending in December, medical care costs rose 6.2 percent, a slight dip from the 7.7-percent level of the previous year but still a continuing indication of the need for stronger action to contain steadily rising costs in the health care field.

The index for "other goods and services" rose 6.2 percent in a year's time, due largely to higher tobacco prices and increases in costs for personal and educational expenses. Clothing prices rose 4.9 percent last year—seven times the 1986 rate—while housing prices went up 3.5 percent and food costs increased 3.4 percent.

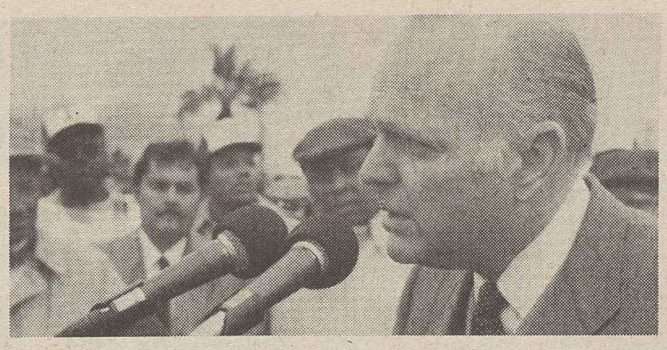
Meanwhile, the Commerce Dept. reported that the number of housing starts last month plummeted 16 percent from the November level and 24 percent below the year-ago pace, as the home-building industry registered its weakest annual performance since March 1984, when construction nosedived 26 percent.

The government said the nation's housing starts totaled 1.6 million in 1987—down sharply from the 1.8-million level of the previous year. December starts declined to an adjusted annual rate of less than 1.4 million units, signaling an uncertain outlook for an industry widely considered a bellwether of the nation's future economic activities.

The bottom dropped out of the sector involving construction of buildings with five or more units—a dizzying fall of 37 percent. Single-family housing starts 8 percent last month.

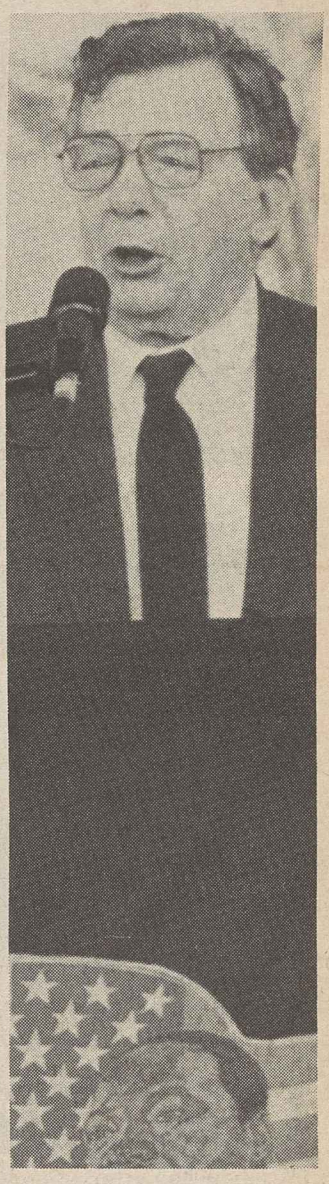
Analysts blamed the plunge on rising home mortgage interest rates and deepening economic uncertainties in the wake of the October stock market collapse.

Union members step lively at the start of five-mile parade.



Arizona Sen. Dennis DeConcini.

AFSCME members on the march.



Kirkland in San Antonio.

APRI supporters join Phoenix demonstration.

AFSCME President Gerald McEntee remembers King.

Union members join in holiday tributes to King

Continued from Page 1

freedom march to the city's Martin Luther King Plaza. The marchers paraded arm-in-arm behind union banners and signs and sang songs of brotherhood and freedom.

At the plaza, Kirkland told a crowd of 10,000 that the march was "a symbol of our resolve that Martin Luther King's dream of freedom will never die." He applauded the efforts of organizations in Texas working to gain official recognition of the King holiday by the state and employers.

Martin Luther King did not live to see his dream for equality fulfilled and "perhaps none of use will either," Kirkland said. "But every day that we live, we will do what men and women can do to bring that day nearer," he declared.

Kirkland also noted that it was "proper that workers and trade unionists" have taken the lead in honoring King, because "they know, as he knew and as he taught, that freedom has an economic dimension as well as a political one."

Cisneros told the crowd of the great debt the nation owed King and recalled that before 1960, access to jobs and the vote was lost to many Americans. But "following that period of marches and demonstrations, America was forced to open its doors; those doors were opened for many people, not just blacks," he said.

Nomonde Ngubo, an international representative of the Mine Workers and a native of South Africa, spoke of the brutality and repression of South African apartheid and urged the crowd to support organized labor's efforts to bring down that hated system.

In Phoenix, more than 4,000 supporters rallied at the state Capitol to celebrate the King holiday—unofficially—and to press for re-establishment and full recognition of the day honoring King as a state holiday.

Last year, Arizona Republican Gov. Evan Mecham rescinded former Democratic Gov. Bruce Babbitt's executive order that authorized the official state holiday. Mecham now faces a referendum effort to remove him from office.

Final days

Joining the rally, AFSCME President Gerald McEntee and Sec.-Treas. William Lucy reminded the Phoenix crowd of King's last days in Memphis, where he had gone to support a strike by black sanitation workers.

Those workers, members of AFSCME Local 1733, were protesting far more than miserable wages and benefits, McEntee said, they were demanding to be treated as human beings.

And on the eve of King's death, McEntee said, King urged the religious leaders and civil rights campaigners of Memphis to join with those strikers, declaring that the issue is injustice.

That sacrifice established that every man, every woman and every child in this land has the full and inalienable right to dignity and justice, McEntee declared, "and no mean impulse can change this—no executive fiat whether in Memphis, Tenn., or in Arizona or in the White House itself."

Following the traditional wreath-laying at King's tomb in Atlanta, union members marched in the two-hour parade through city streets. AFL-CIO Civil Rights Director Richard Womack was a deputy grand marshal. The parade climaxed a week of activities honoring King, including the annual labor-management-government awards breakfast addressed by Federation Vice President Jack Sheinkman and Industrial Union Dept. President Howard Samuel.

The Oklahoma AFL-CIO marked the holiday with a reception commemorating King's achievements and his support for workers' rights. Joining the celebration was President Norman Hill of the A. Philip Randolph Institute.

In New York, Actors' Equity and the Television & Radio Artists sponsored a seminar on the King holiday keynoted by President Frederick O'Neal of the Actors & Artistes.

Other observances included parades in Los Angeles, Denver, San Francisco and New York, a breakfast in Boston and a simultaneous round of bell ringing, sparked by a peal from Philadelphia's Liberty Bell.

Orian Williams takes office as new president of Molders

Cincinnati—Orian Williams, a member of the Molders & Allied Workers for more than 46 years, has been sworn in as the union's 19th president. He succeeds Bernard Butsavage, who retired after four years at the helm of the 129-year-old union.

Williams, 64, is a native of Columbus, Ohio, and was initiated into Columbus Local 98 (now part of Ohio State Local 45) when he was 18 years old. He joined the Molders' staff as an international representative in 1951 and has been a full-time official of the union ever since.

In 1967, the Molders' executive board elected him 9th vice president of the union, filling the vacancy created by the death of Carl Maddox.

Williams was first vice president at the time of his accession to the Molders' top office.

One of Williams's first major tasks will be to lead the 32,000-member Molders' union into a special convention set for next Feb. 24-25 at Las Vegas, Nev., to consider a proposal to merge with the Glass, Pottery, Plastics & Allied Workers. The latter union, which has about 65,000 members, will hold its own convention Apr. 25-26, also at Las Vegas, to vote on the merger plan.

If delegates of both unions approve, the merger will take effect May 1.

Orian Williams

Boycotts slap 3 union-busting firms

The AFL-CIO has added Clark Grave Vault Co., Schnadig Corp., and Rome Cable Corp. to its national boycott list.

More than 90 Auto Workers employed by Clark Grave Vault Co. in Columbus, Ohio, have been on strike since Aug. 15. The workers, members of UAW Local 513, struck the company after it refused a renewal of the union's previous contract.

The company demanded drastic changes in the pension, elimination of union security and dues checkoff, and no union representation or communication during business hours.

Further, the company sought to substantially reduce the workforce and raise worker contributions to the medical plan.

The union members were told they would be replaced if they stayed out more than 30 days. About 50 scabs are now working at the plant, the union said. The AFL-CIO Union Label & Service Trades Dept. has available on request a list of those funeral homes and morticians' mainly in the Atlantic and Midwest states, that sell the company's burial vaults.

At Schnadig Corp., a manufacturer of upholstered furniture, 123 members of Electronic Workers Local 1010 went on strike last July 14 at the company's Corona, Calif., plant, following management demands for elimination of dental and eye care coverage, substitution of a contributory profit-sharing plan for the IUE Furniture Workers Division pension plan, and elimination of 7.5 paid sick days a year.

Steep pay cuts

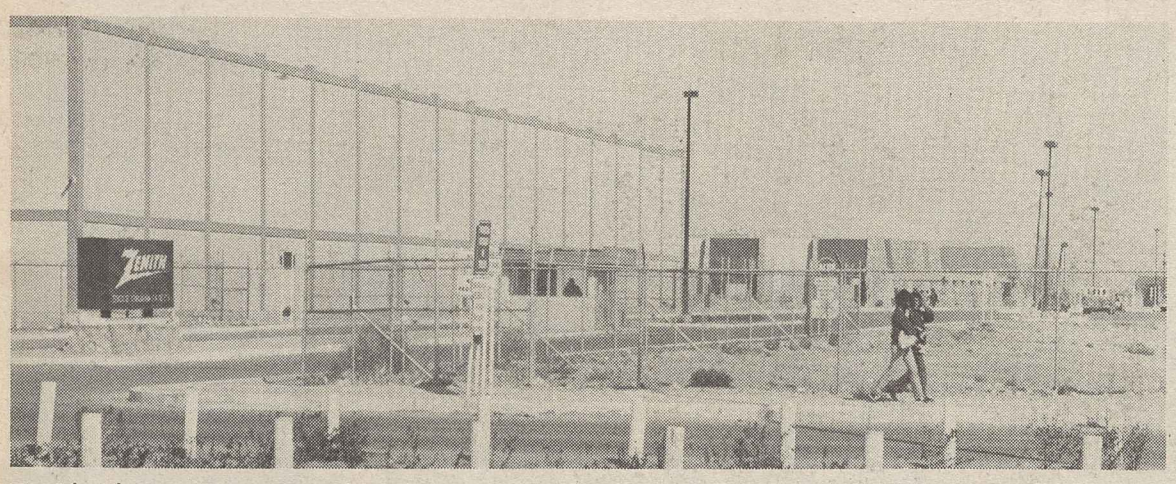
Further, the company sought wage cuts averaging $4 an hour and running as high as $10 an hour for some piece workers.

The company has continued to operate by paying scabs the substandard wages it offered the IUE workers. Schnadig-made upholstered living room furniture and decorative wooden tables are sold under the brand names of International and Karpen and distributed through major chain stores such as J.C. Penney, Sears and Levitz and other retail outlets.

The Steelworkers and the Teamsters, who also have contracts with the company, agreed to the boycott in protest of the company's refusal to bargain in good faith.

Machinists Local 1975 members on strike since last April against Rome Cable Corp., of Rome, N.Y., have been replaced by scabs in the production of cable used primarily in the construction and mining industries. A list of suppliers that sell Rome cable is available from the ULSTD.

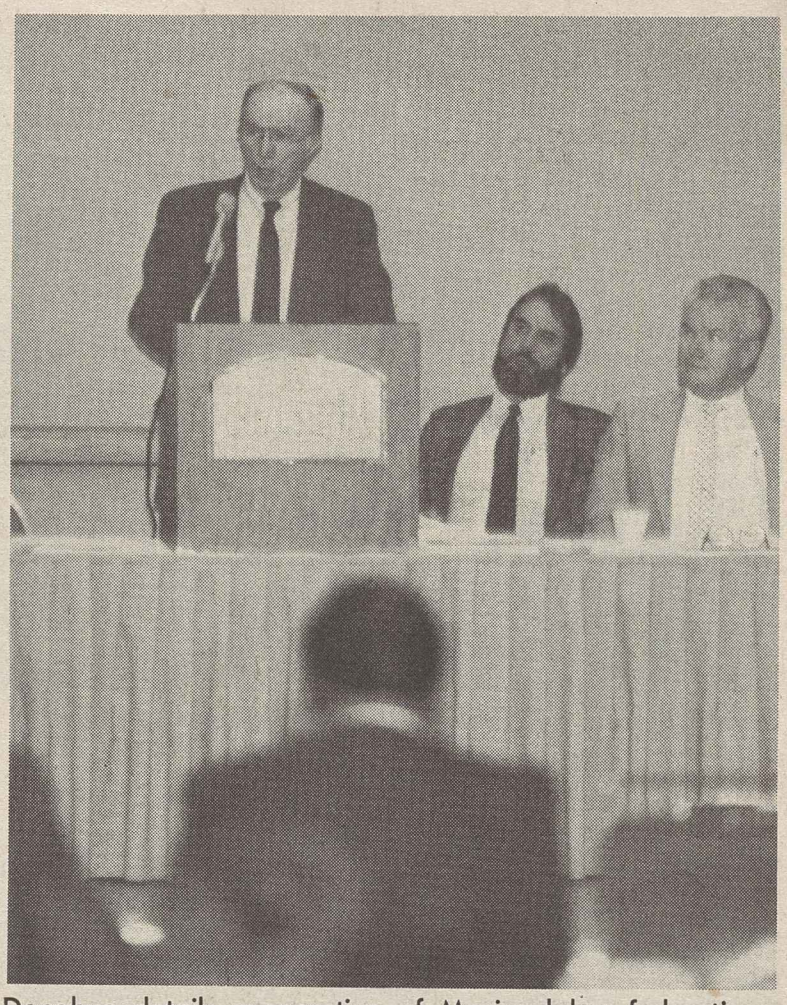
The company's 330 production employees were forced on strike by management's demand for severe concessions, including cuts in wages and hours and changes in working conditions and rules. Rome management has refused to budge from its takeaway demands despite the cost to the company, the union said.



Zenith plant in Juarez replaced one the firm closed in Evansville, Ind.

Mexican workers, who earn less than $4 a day, tell U.S. journalists about work conditions at a Zenith plant.

RCA maquila worker hopes to work until she marries.



Donahue details cooperation of Mexico labor federation, CTM, in countering exploitation of maquiladora workers.

U.S., Mexican unions plan action on runaways

Maquiladora conference reviews worker exploitation on both sides of border

El Paso, Tex.—American and Mexican union leaders will map a common strategy to deal with runaway U.S. plants that exploit workers on both sides of the border, AFL-CIO Sec.-Treas. Thomas R. Donahue told a two-day conference here.

Hundreds of U.S.-owned firms have moved assembly operations to the mushrooming maquiladora complex across the Rio Grande, laying off workers and closing plants in order to take advantage of Mexico's low wage scales. They have been encouraged in this cross-border move by the Reagan Administration.

As the result of preliminary meetings in Mexico City last month involving AFL-CIO officials and Gen. Sec. Fidel Velazquez of Mexico's labor federation—CTM—a joint union task force will be set up to tackle the problem, Donahue pledged.

The heads of the AFL-CIO bodies in the four states bordering on Mexico—President Harry Hubbard of Texas, Executive Sec.-Treas. John F. Henning of California, President Neil Gonzales of New Mexico and President Donald Shelton of Arizona—were among 25 union leaders attending the session.

They were joined in the in-depth examination of the problem by El Paso AFL-CIO President Victor Munoz, who heads the Texas federation's Twin-Plant Task Force; Austin AFL-CIO President Walter Timberlake; Executive Director William C. Doherty Jr. and Jorge Daley of the American Institute for Free Labor Development, and federation economist Mark Anderson.

In addition, union delegates from Michigan, Illinois, Indiana, New York and Ohio came here to emphasize the economic beating workers have suffered in their states because American firms succumbed to the lure of a government-imposed minimum wage that averages less than $4 a day in Mexico's border communities.

Although the maquiladoras can be found all along the border from the Gulf of Mexico to the Pacific Ocean—and although the Mexican government is now encouraging establishment of still more such plants in non-border areas—they are mainly concentrated in Juarez which lies directly across the Rio Grande from El Paso. Here, such American corporate giants as General Motors, RCA, General Electric and Zenith operate a total of 200 plants employing 95,000 workers.

Convention mandate

Mobilization of a regional response to the rapid shift of assembly operations to Mexico—where nearly 1,000 American-owned plants employ a workforce of some 300,000 workers, mostly girls and young women—is an outgrowth of action taken last October by the 17th AFL-CIO convention.

Delegates to the federation's convention strongly condemned the arrangement under which runaway U.S. employers are given special tariff breaks in exchange for closing U.S. plants and opening new ones in Mexico.

The maquiladora program was launched more than two decades ago after Congress cancelled the bracero program under which American agribusiness exploited thousands of Mexicans—most of them males—as stoop labor in the fields.

In an effort to offset the job loss after the bracero program ended, the United States and Mexico agreed to permit American firms to ship parts across the border for assembly, paying only minimal duty based on the value added in Mexico when the goods were reimported for the American consumer market.

Under the arrangement, the U.S. firms were supposed to have "twin plants" on this side of the border, employing an equal number of workers. But this concept has been ignored, and in those cases where American sister operations have been established they are largely limited either to free trade zones or warehousing facilities that provide only a fraction of the jobs exported to Mexico.

In the first decade of the maquiladora operation, Donahue pointed out, only 300 U.S.-owned plants, employing 30,000 workers, were set up across the Rio Grande. But since the 1982 collapse of the Mexican peso, the number of plants has more than tripled and the maquiladora workforce has increased ten-fold.

The maquiladora industry is now Mexico's second largest source of foreign exchange, topped only by its oil exports to the United States. This point was stressed by the AFL-CIO in a publication, "Maquiladora: Exploiting Both Sides," distributed at the conference.

These Mexican operations are expected to grow at an annual rate of 7 to 10 percent, the pamphlet said, and the workforce could reach the 800,000 level by the turn of the century.

Common concern

Both the Mexican and American trade union movements share a "common concern" about the problem, Donahue emphasized, and will work together to counter the exploitation of Mexican workers as the cross-border stampede of U.S. assembly operations continues.

The Reagan Administration not only closed its eyes to the failure of American firms to adhere to the "twin-plant" provisions, but actively encouraged employers to "maximize" profits by taking advantage of low wage scales, the absence of workplace health and safety standards, and Mexican government indifference to environmental concerns.

It took action by Congress in 1986 to stop the Commerce Dept. from using taxpayers' money to underwrite a lavish trade show designed to lure still more American firms across the border.

Freed Salvador killers linked to new death threats

The release of the convicted murderers of AFL-CIO representatives Michael Hammer and Mark Pearlman and Salvadoran labor leader Jose Rodolfo Viera poses grave danger to the lives of American union advisers working in El Salvador, the American Institute for Free Labor Development warned.

AIFLD Executive Director William C. Doherty Jr. pledged that "extraordinary security precautions are being taken" to safeguard U.S. union representatives.

The action came in the wake of a thinly veiled death threat from one of the two killers just prior to being freed from prison. The release followed a decision by the Salvadoran courts that the cold-blooded slayings were a "politically motivated" crime.

Granting amnesty to the slayers was sharply condemned by AFL-CIO President Lane Kirkland. He described the release of the murderers as an open invitation to right-wing death squads to "resume their deadly activities without being brought to justice."

Kirkland called for a cutoff of all U.S. military aid to the Central American government until it reforms its judicial system and puts the convicted killers—and the alleged mastermind of the slaying, Capt. Eduardo Avila—behind bars.

The threat to get revenge against the "gringos" who helped bring about his conviction two years ago, was made to a cellmate by Jose Dimas Valle Aceveda before he and the other convicted murderer, Santiago Gomez Gonzales, were released from Marione Prison.

The informant insisted that Dimas Valle was "more than capable" of taking reprisals against American unionists, and there were indications that one of his chief targets could be AIFLD's director of security.

Tightened security

"AIFLD has beefed up its security system to protect him or any other unionists against any attack," Doherty said. "Our director of security was one of the prime movers in insisting that the Salvadoran government put the slayers of Hammer, Pearlman and Viera on trial.

"That makes him particularly vulnerable to any new murder attempt by Dimas Valle or any other death squad members."

Meanwhile, Dr. Jose Maria Mendez, AIFLD's legal counsel in San Salvador and the "public accuser" of Capt. Avila, has asked the courts to reinstate the case against the former military officer. Mendez charged that the decision to drop pending charges against Capt. Avila reversed judicial decisions showing that the slayings were ciminal in nature and was based solely on a political evaluation of the case.

The judge in charge of the case resigned because of threats against her life. She was replaced on the bench temporarily by a justice of the peace who lacked the necessary qualifications to be a judge.

The justice of the peace, in reaching her decision to grant amnesty to Avila, was advised by a 22-year-old recent law school graduate. According to unconfirmed reports, the court adviser had close personal ties with the former military officer's defense attorney.

AIFLD emphasized that although neither of the two men convicted of the Jan. 3, 1981, slayings could testify against Avila under Salvadoran law, there was enough independent evidence linking him to the crime.

A month before the amnesty order was issued, Kirkland had written to El Salvador's President Jose Napoleon Duarte that "any action other than the forthright prosecution of Capt. Avila would constitute a perversion of the intention of the Central America Peace Accord."

And the American embassy in San Salvador said it had been assured, prior to the passage of the amnesty law, that it would have no effect on the murder case.

Appeal filed

In addition to pressing for reinstatement of the charges against Avila, AIFLD reported that a formal appeal has been filed to set aside the court decision freeing the convicted murderers.

Doherty said "it's incomprehensible that the same judicial system, two weeks later, found the killer of four American nuns guilty of criminal charges" rather than political crimes.

"While we applaud this decision, which keeps these killers in jail, we demand the same degree of justice for those who murdered Hammer, Pearlman and Viera," he stressed.

EDITORIALS

In Search of Peace

THE INTERNATIONAL Confederation of Free Trade Unions represents a worldwide constituency of free unions. Our job is trying to secure a better life for working people. That can only be achieved under conditions of economic progress, social justice and peace.

Our delegation thanked President Reagan for the signing of the INF treaty abolishing intermediate-range nuclear-force missiles, just as we earlier thanked Mr. Gorbachev.

We are not military experts or diplomats, but we know that the workers we represent cannot hope for economic progress and social justice without world peace. Consequently, we told President Reagan that while we applaud the INF treaty, we want more. We want to see a strategic arms reduction treaty.

We hope controls on air- and sea-launched cruise missiles can be negotiated as part of the 50 percent cutback to which the USA and the USSR have committed themselves. We believe security and disarmament can be achieved at much lower levels of expenditure on conventional military hardware, without chemical weapons and with the elimination of all nuclear weapons.

WE ALSO raised with the President our concern about reaching early peaceful solutions to a number of regional conflicts. We stressed our support for the Arias Plan and the ending of all foreign supplies of arms into Central America.

As trade unionists, we are concerned that the already intolerable social conditions in many countries increase the risk of world recession. We told President Reagan that economic progress is necessary to ease the dangerous tensions within and between countries in all parts of the globe.

We are convinced that living in peace means enjoying freedom of thought, freedom of expression, freedom of association and freedom of movement.

The denial of those freedoms halts economic opportunity. And the denial of economic progress threatens world peace just as military stockpiles do.

That's what we told President Reagan today.

—From remarks by ICFTU Gen. Sec. John Vanderveken after meeting with President Reagan at the White House, Jan. 21, 1987.

The Role of the States

THE SURVEY by the AFL-CIO News of actions taken by state legislatures can be looked at from either side of the telescope.

The good news side shows that a growing number of states are responding to the concerns of workers. While the legislatures that have done so are a minority, their number is growing.

The progress that has been made owes much to the effectiveness of the AFL-CIO's state and local central bodies. Often against heavy odds, they have advanced labor's program and kept labor's foes at bay.

But the bad news is that the federal government is such a laggard that the more progressive states have had to step in.

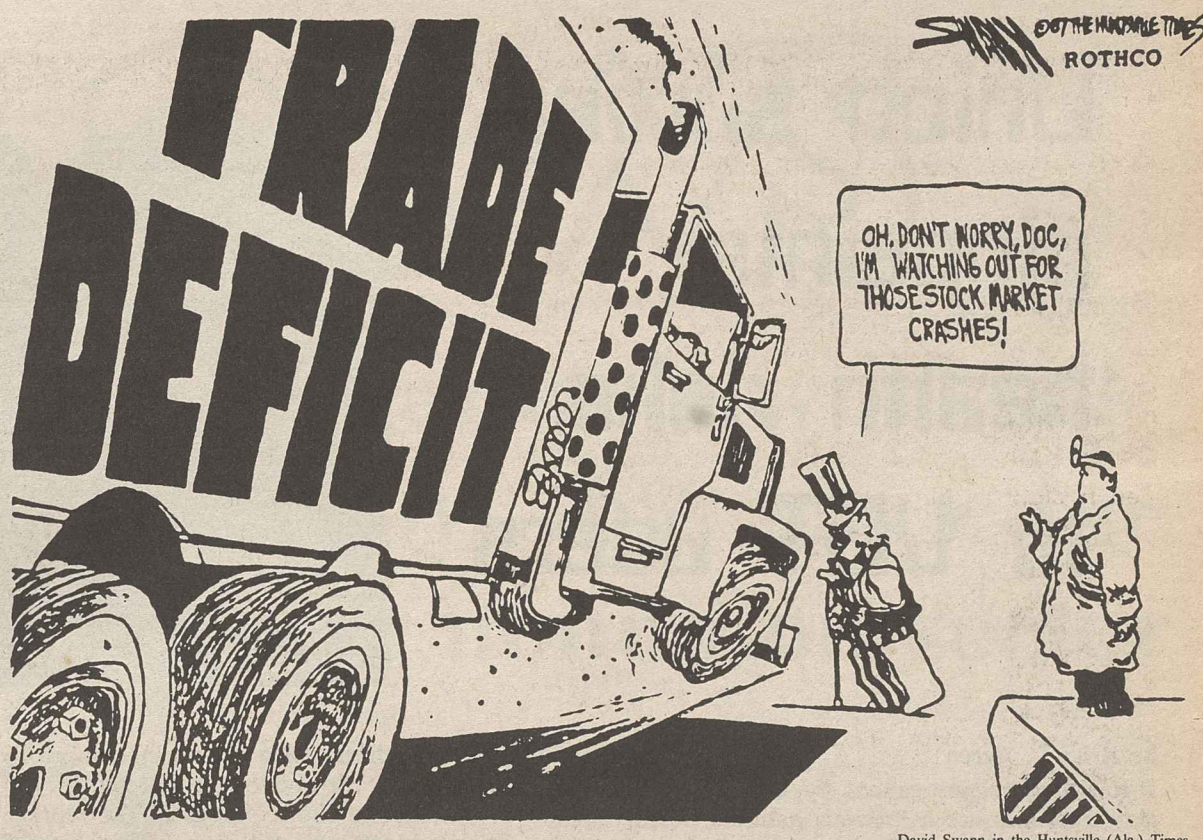
In the case of minimum wage legislation, for example, the federal wage floor is so outdated as to become almost irrelevant. The states have had to act to preserve the intent of the Fair Labor Standards Act. Nevertheless, passing the buck to the states is not a solution.

Without federal standards and leadership, most states still are reluctant to step out in front of the pack. In the sometimes fierce economic competition among the states, there is a fear that business will choose states with the lowest taxes and least inconvenience to employers as sites to relocate or expand.

The reality is often the opposite, that firms are drawn to states with good schools and public services. But that argument does sway legislators and has been a factor in holding down unemployment and workers' compensation benefits.

The federal lag shouldn't be blamed entirely on Congress. In the first session, most bills on labor's agenda advanced significantly on the congressional board. But before they pass "Go," they must run the White House gauntlet of veto threats.

That's a problem that can and should be addressed in this year's presidential election. There is a lot more at stake than a popularity contest.



David Swann in the Huntsville (Ala.) Times

Washington Window

Dilapidated housing policy shuts out needy families

By Press Associates

The nation expressed its commitment to "a decent home and a suitable living environment for every American family" in the Housing Act of 1949, and Congress reiterated this pledge in subsequent legislative initiatives to increase the supply of affordable housing.

The growing squeeze on housing that middle- and low-income Americans can afford to rent or buy, during the past five years of economic expansion, clearly demonstrates the failure of the market to serve this basic human need for millions of citizens.

Dedicated to the proposition that growth and the free market provided the solution to such problems as the shortage of housing and jobs, the Reagan Administration sharply cut back federal housing and other domestic programs. Funding for housing programs has been slashed more than any other major program, nearly 60 percent since Reagan took office.

Also, almost the entire focus of federal housing assistance now is placed on subsidizing rents in existing housing as construction of new low-cost housing has slowed to a crawl.

High rent crunch

Currently, some 8 million low-income renter households require housing that rents below $200 per month to maintain a 30 percent rent-to-income ratio, according to the national Low-Income Housing Information Service. Yet only about 4 million units now rent in this range, leaving an "affordable housing gap" of about 4 million units—a huge 120-percent increase in the gap since 1980, the LIHIS said.

Federal housing programs now help to shelter about 4 million moderate and low-income families, or one renter household in 10. Yet at least twice this many households need and are eligible for subsidized housing but are not able to obtain it due to lack of funding, according to the LIHIS.

As a result of budget cuts, the number of additional subsidized units provided under federal housing programs has dropped from 321,000 in 1981 to 78,000 in the current fiscal year.

Construction of new housing has been hurt the most by the cutbacks. During most of the 1970s, nearly 100,000 new units were added annually to the low- and moderate-cost housing supply under federal programs. For this fiscal year, Congress provided funds for just 18,000 new units, a slight increase over last year.

Supply threatened

The stock of subsidized housing has been threatened by the exit of private landlords from federal programs. As a result of this, the General Accounting Office reported to Congress that up to 900,000 units of federally subsidized housing could be lost within 10 years.

For an increasing number of families, the consequence of these dry statistics is homelessness. Overcrowding among low-income renters sharing inadequate housing adds up to an even more extensive problem of "hidden homelessness."

On the bright side, Congress finally has begun to stir. Just before adjourning the 1987 session, the House and Senate approved the first free-standing housing authorization bill since 1980.

The bipartisan legislation assures continuation of housing and community development programs that were running out of funds and which the Administration had sought to abolish. It provides incentives to owners of low-cost rental units to continue to make the housing available after their legal commitment to do so has expired, and provides many tenants with a year's warning and other protections.

In addition, it launches an innovative pilot program to help moderate-income families become homeowners. This modest step, it is hoped, will serve as a building block for the action needed to cope with a national crisis.

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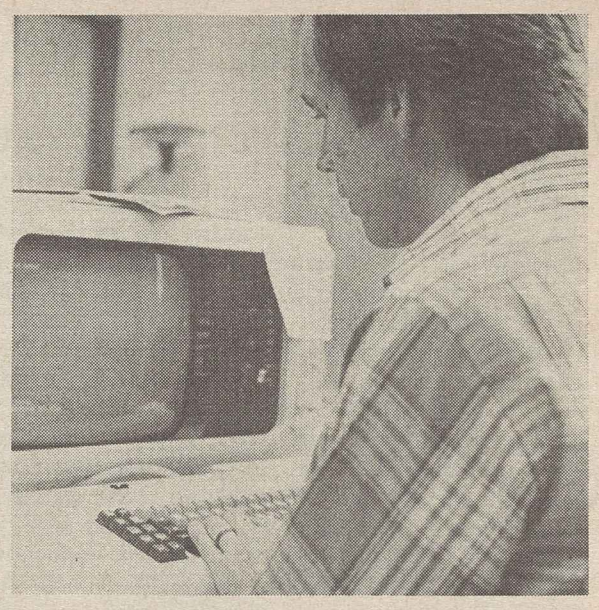
Union survey pinpoints health risks to VDT users



By Arlee C. Green

Health problems caused by the use of video display terminals are a "serious national health threat" that is growing, according to a report released as part of a labor-backed job safety campaign. The report is based on case studies detailing the types of disabling injuries that have afflicted VDT workers.

The report, "VDT Syndrome: The Physical and Mental Trauma of VDT Work," was produced by the Campaign for VDT Safety, a joint project of the Service Employees and 9to5, National Association of Working Women. The project's goals are to win legislation, regulation and contract language to protect computer users.

The 58-page report draws on cases selected from an informal survey of VDT users that span age ranges, geographic regions and occupations. While it points up the severity of health problems being manifested in VDT workers, it said the survey cases "suggest that simple measures, such as properly designed furniture and lighting, rest breaks and a limit to worker monitoring would go a long way in alleviating health problems."

The report identifies four categories of computer-related injuries and illnesses: repetitive strain injuries to hand or wrist area; vision disorders or eye strain; back, neck and shoulder strain, as well as stress and stress-related diseases. It defines VDT syndrome as covering a wide range of VDT-related health problems.

A number of surveyed workers also reported "headaches, skin rashes, ganglion cysts on their hands, and general symptoms of poor health, including nausea, dizziness or constant exhaustion, linked to their VDT jobs."

"For injured VDT workers," SEIU President John J. Sweeney said, "life can be a nightmare of physical disabilities and chronic pain. VDT syndrome poses a serious national threat: more than 28 million Americans now use VDTs in workplaces across the country, and the number is expected to grow beyond 40 million by the end of the decade."

Citing the shortcomings of the worker compensation systems and the unresponsiveness of employers, 9to5 Executive Director Karen Nussbaum, who is also SEIU District 925 president, said VDT syndrome victims "are often faced with the horrendous choice between staying on the job and being injured further—or leaving the job without being guaranteed compensation."

Employer resistance

Nussbaum explained that "many employers resist taking steps to alleviate the problems—and deny responsibility once workers are injured. Because of the kinds of injuries and the way the system is set up, neither employers nor the worker compensation system helps injured workers."

The report was critical of the slow response of states in providing protections for VDT workers and noted that many workers responding to the survey said they were reluctant to file claims because they would have to stop work and would be prevented from returning to any VDT jobs.

The report recommends:

- Employee input into the design of work stations.
- Employers provide adjustable, flexible equipment following ergonomic guidelines.
- Work variety and work breaks.
- An end to individual computer monitoring, work quotas and speed ups.
- Employer-provided vision and musculoskeletal care.
- Union contract language setting out protections such as ergonomic standards.

VDT-related health problems are often overlooked in their beginning phases, or are not recognized as job-related, the report said, because they develop gradually, can be attributed to a variety of different factors, and often involve intense pain, but not objectively measurable symptoms.

The report cited the results of a number of studies on VDT health hazards. A 1986 study by the Center for Vision Care Policy, a research unit of State University of New York College of Optometry, found that "eye strain, blurred near vision, eye irritation, headaches, back or neck aches and double vision all had an independent, statistically significant association with increased VDT use."

Another study cited by the report, "Video Display Terminal Use and Reported Health Symptoms among Massachusetts Clerical Workers," found that clerical workers who used VDTs more than seven hours a day experienced 72 percent more eyestrain or sore eyes than those who use the machines fewer hours.

In explaining the need to improve state worker compensation coverage for victims of computer-related health problems, the report stressed that the "costs of VDT-related injuries are born by both workers and employers." Businesses pay in compensation payments and increased premiums for workers' compensation coverage, as well as in costs for hiring and training new workers to replace those who have been injured, it said.

The number of worker compensation claims is growing, the report emphasized. In Ohio—one of just a few states with a separate code for carpal tunnel syndrome, one of the most common of repetitive strain injuries—the number of CTS claims filed grew from 23 in 1985 to 39 a year later. CTS is an inflammation of the tendon sheaths passing through the wrists.

At two Mountain Bell Telephone offices in Denver, 125 of 500 employees using VDTs in their work are afflicted with CTS or pre-CTS symptoms, the report said. Of those workers, 15 to 20 had surgery in hope of correcting the damage to their hands.

Case studies document ailments keyed to VDT jobs

The health problems of workers who daily use video display terminals in performing their jobs was brought into better focus by the survey conducted by the Campaign for VDT Safety.

Based on the experiences of 34 VDT workers, the survey and the report that followed it detailed the scope of injuries and illnesses that can afflict these workers, who number more than 28 million.

Typical of the VDT users surveyed and their working conditions, injuries and remedies are these cases:

- Doris, an airline reservations agent, age 56, who worked with VDTs for nine years. She was subject to direct computer monitoring that resulted in reprimands from supervisors if she spent over 14 seconds between calls to complete records. She suffered "cumulative trauma to the neck, stress-related jaw spasms, tendinitis in wrist and insomnia, recurrent sore throat and muscle twitching in eyes.

Long-term disability

Doris underwent extensive testing and a panel of psychiatrists and neurologists recommended she be put on permanent disability. The employer denied the problems were work-related. She received state disability payments for one year and in April 1987 began receiving social security disability payments and long-term disability insurance payments totaling $1,170 a month.

- Beth, 32, also an airline reservation agent, worked six to eight hours a day on the VDT, which monitored the number and length of calls she handled and recorded her time on lunch, coffee and bathroom breaks. She worked nearly 16 years on VDTs and for the last five years suffered shooting pains in her neck and shoulder, constant skin rashes, a ganglion cyst on the left wrist, carpal tunnel syndrome in both hands, ulnar nerve entrapment in both elbows and severe stress.

Beth is currently receiving long-term disability payments, but after two years of payments, the airline reportedly intends to "separate" her from the company. On her doctor's recommendation in 1985, she filed for workers' compensation. Her claim has twice been upheld in court, but the employer has again appealed the result.

- Carol, 41, a key data operator for the state of California, worked eight hours a day on a VDT with scheduled rest and lunch breaks. The computer monitored her keystrokes, daily production rate and errors. In April 1987, she woke up one morning and her hand didn't work—it was so stiff she could not ungrip her fingers without pulling them apart with the other hand. She continued to type using just her right hand. Her doctor told her that she would eventually need surgery if she does not leave the job.

Carol did not complain to her employer or file for workers' compensation because she was unaware her employer could be held liable for her injury.

- Michael, 34, a program assistant with the California Dept. of Motor Vehicles, worked with VDTs full time from 1983 to the present. He had severe neck, back and shoulder pain, wrist pain, eye strain and severe headaches. He visited a physical therapist for one-and-a-half hours a day, five days a week for three months in 1985 for the back and neck pain. He continues physical therapy on a less regular basis. During that period, he also developed a cataract on his left eye for which he continues to receive treatment.

Michael filed a grievance through his union, SEIU Local 1000, which resulted in the employer providing glare screens and ergonomic chairs. Unable to get a doctor to testify that his problems were work-related, he hasn't filed for worker compensation, but three co-workers have filed claims for VDT-related injuries.

- Kathy, 25, a keypunch operator at a mortgage company, worked eight-and-a-half hours a day doing data entry with only two breaks and lunch. In January 1986, while typing at work, her hand became ice-cold and turned black between the thumb and index finger, and felt as if it had been badly sprained. Her doctor felt it might have occurred from a sprain. A few days later, the same thing happened to her other hand. She was referred to three other doctors, the last being a hand surgeon who diagnosed carpel tunnel syndrome.

Employer apathy

A letter from the surgeon finally got the company to agree the injury was work-related. She was paid workers' compensation for two months she was off from work, given paid time off to receive treatments and had her medical costs paid. She was transferred to a different position. Five others at her job haven't been as successful—one was fired, another "just lives with it, soaking her hand in hot water until the pain goes away and then it starts all over again."

- Bill, 44, a senior legal typist at the Unemployment Insurance Appeals Board in California, worked with VDTS since 1984 where there was glare from windows and fluorescent lighting. He has suffered eye strain and "lazy eye," neck and back pain, severe headaches and stress. In 1984, he developed lazy eye in his right eye that caused him frequently to see double. He filed a medical grievance, but when he could not obtain medical testimony about his condition, he dropped the grievance. The employer did change his job to part-time VDT and part-time typewriter work, but his request for glare screens, window blinds and relocation of the terminal have not be granted.

- Gail, 38, a freelance secretary, normally worked eight to 12 hours a day on the VDT. Her fingers became stiff and sore, but she kept working, believing the pain to be an inevitable part of the job, and she was unaware of the long-term risks. By 1985, she was taking aspirin three times a day for hand, arm, back and leg pain.

Gail developed a cyst on her wrist and was later diagnosed for work-related carpel tunnel syndrome. Surgery was unsuccessful and she lost functioning in her fingers. Commenting on the severity of her VDT-related health problems, she said, "Technology doesn't have a thing to do with the human body . . . . Because computers can go at such a rapid pace, employers suddenly think a person should go two times as fast. If you try to keep up with their demands, you'll hurt yourself."

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Seeking recognition

A Service Employees organizing drive among 40,000 homecare workers, who are Los Angeles County employees earning less than $3.75 an hour, is gaining momentum as more than 12,000 have signed authorization cards. SEIU Vice President Ophelia McFadden, who heads Local 434, presents representation cards to Larry Monteilh of the County Board of Supervisors. Outside, workers show their support for the union. (Story on Page 5.)

Organized workers enjoy 36% pay edge over nonunion sector

By Gene Zack

The average weekly wage for unionized workers was 36 percent higher in 1987 than that of nonunion workers, the Labor Dept. reported.

Data compiled by the Bureau of Labor Statistics showed that the gap between union and nonunion pay widened to $123 a week—up from a differential of $119 in 1986.

"Clearly, belonging to a union continues to pay off," said AFL-CIO Research Director Rudy Oswald. He noted that the average wage of unionized workers reached $465 in 1987—an increase of $21 from the previous year's level. By contrast, the pay of nonunion workers went up an average of $17 a week to $342.

"Nonunion workers generally received larger percentage wage increases than union members last year," Oswald pointed out—3.6 percent for those without contracts compared to 2.6 percent for unionized workers.

But, he emphasized, this statistic is misleading because the worker without collective bargaining protection was starting from a lower base than the unionized worker. As a result, workers under union contracts continued to receive larger dollar increases.

Except for managerial and professional workers, union members fared better than nonunion workers in every occupational category. And in every major industry category except finance, insurance and real estate, unionized workers were paid more than their nonunion counterparts.

The union edge

Here are some of the highlights of the BLS report:

- Male union members averaged $88 more a week than those not protected by labor agreements.
- Unionized women in the workforce earned $92 more last year than their nonunion counterparts.
- Among white workers, those holding union cards made $122 more each week than those who didn't.
- For blacks, union membership meant an average weekly wage $132 higher than for those in the nonunion sector.
- Among Hispanics, the average union member made $134 more each week than the unorganized worker.

The industry-by-industry figures compiled by the BLS showed the same pattern of a widening union wage advantage over nonunion workers. The weekly wage differential was $241 in construction, $118 in retail trade, $87 in transportation, $87 in state and local government, $56 in manu-

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Reagan threatens stream of vetoes in legislative message to Congress

By David L. Perlman

President Reagan aimed a veto threat at a large part of labor's legislative goals as Congress returned for an election-year second session.

The President's televised State of the Union address was a bubbly, optimistic assessment of the nation's economy at the start of his last year in office.

But it was followed by a harsher and more detailed written legislative message that subjected the congressional agenda to the Administration's ideological litmus test.

Reagan made clear his dislike of the job-expanding trade reform bills that passed the House and Senate by big majorities in the first session.

Trade bill flap

The process of meshing the two bills is under way. But the sword over the conferees is Reagan's demand that the final version be stripped of what he termed "protectionist measures."

Otherwise, he warned, "I will veto it."

Reagan called for approval of his free trade agreement with Canada, and served notice that he wants to make the entire western hemisphere a free-trade zone, starting with Mexico.

The President dismissed an array of labor-supported measures as "threats to our continued job growth."

In this category, he put the parental leave bill, requirements for employer-provided health insurance, advance warning of plant closings, notification of workers exposed to health hazards, labor protections and curbs on polygraph testing of workers.

These are not "proper subjects" for federal legislation, the President said. They they would "hinder our competitiveness in world markets," he claimed.

He said a firm "no" to an increase in the minimum wage. Instead "we should permit a minimum wage differential for teenagers."

To construction workers, Reagan's message was that prohibiting double-breasting to evade union agreements would "reduce job opportunities by raising labor costs." And the Davis-Bacon Act's prevailing wage guarantees, already seriously weakened by regulatory changes, are in need of what the President termed "reforms."

Continued on Page 5

High court nominee termed acceptable

The AFL-CIO supports the nomination of Judge Anthony M. Kennedy for the Supreme Court despite "misgivings" about some of his views, Federation President Lane Kirkland said in a letter to Senate Judiciary Committee Chairman Joseph R. Biden Jr. (D-Del.).

Kirkland termed Judge Kennedy "far superior" to President Reagan's earlier nominees.

Reagan's first choice was Judge Robert H. Bork, who was rejected by the Senate last October by a 58-42 vote. The AFL-CIO was among the groups that weighed his judicial views and found them grounded in a rigid ideology. Reagan's equally controversial second choice, Judge Douglas H. Ginsburg, asked that his nomination be withdrawn.

On its third try to fill the seat opened by the retirement of Justice Lewis F. Powell Jr., the Administration has moved "a step away from partisan extremism," Kirkland said. He termed the choice of Judge Kennedy "a step towards consensus based on a

Continued on Page 6

Consumer buying slump sparks new economic worries

A steep 3.8-percent decline in retail sales during the October-December period, coupled with a fourth quarter leap of 4.2 percent in the gross national product that was almost totally concentrated in piling up huge business inventories, sent new shockwaves through the economy.

Even with the yearend GNP advance, the Commerce Dept. reported that the annual average gain was only 2.9 percent—exactly the same as in 1986.

The AFL-CIO blamed the 1.1 percent plunge in real earnings during 1987 for the sharp contraction in consumer purchases.

"When the buying power of paychecks

Continued on Page 4

Merchant seamen awarded vet status

Maritime unions win ruling covering World War II service

Maritime unions won their campaign to gain veterans status for merchant seamen who served during World War II as the Pentagon bowed to a court order.

The long-delayed recognition means that the crews of ships that carried American troops and military cargo across oceans infested by submarines will be considered as having been on active duty "for the purposes of all laws administered by the Veterans Administration."

Fewer than half of the World War II merchant seamen are believed to be still living; a few years ago, their number was estimated at 90,000.

Merchant marine service between Dec. 7, 1941 and Aug. 15, 1945—from the attack on Pearl Harbor to V-J Day—will be counted as active duty time.

Many casualties

During the war, nearly 6,000 merchant seamen were killed in air and submarine attacks; thousands others were rescued from torpedoed ships and returned to duty. More than 700 merchant vessels were sunk by enemy action and the fatality rate among the crews was higher than that in any branch of the service except the Marines.

Now they will be entitled to the same VA benefits available to veterans of the uniformed services, and their unions or former unions will help them establish their eligibility.

As a practical matter, the benefits for many of those eligible will just be burial rights—"a flag and a headstone," as the court decision noted.

But like all veterans, they will be entitled to VA home mortgage guarantees. Pensions and hospital care are available to persons with service-connected disabilities, and to others on the basis of need.

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BASF accused of coercion in lockout

Core of union leadership replaced by 'contract' workers

Geismar, La.—The Oil, Chemical & Atomic Workers filed charges of discrimination, coercion and bad-faith bargaining against BASF Corp., a West German-owned multinational that locked out 370 workers in June 1984.

The action by OCAW Local 4-620 stems from the company's announcement last October that it was lifting the lockout but unilaterally implementing the terms of its four-year-old "final offer"—a scheme that included the firing of 110 maintenance workers.

The union asked the National Labor Relations Board to find the company in violation of federal law for locking out union workers because of their failure to reach agreement on a new contract, and then insisting on retaining scabs hired during the lockout.

BASF has been the target of a nationwide boycott imposed by the AFL-CIO Executive Council in 1985. The federation's Union Label & Service Trades Dept. joined the OCAW in pledging that the "don't buy" campaign would continue until a satisfactory settlement is reached in the dispute. The firm's products include video, audio and computer discs, Lurotin brand vitamins and Alugard 340-2 protectant in anti-freeze.

As evidence of its charge of discrimination, the OCAW pointed out that the jobs of the 110 maintenance workers have been contracted out to a private firm at wages higher than those the unionized workers would have received. BASF is now paying more than $19 an hour for contract maintenance workers, while union members offered to do the job for $16.52 an hour, OCAW organizer Richard Miller said.

Union leaders attacked

Richard Leonard, the union's special projects coordinator, said the maintenance workers were singled out for dismissal because they provide the core leadership of Local 4-620. Esnard Gremillion, the local union chairman, emphasized that the fired workers represent 75 percent of the union's negotiating committee.

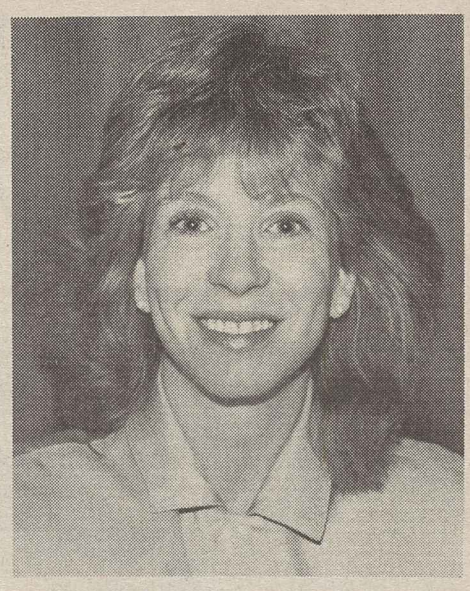
In its complaint to the NLRB regional office, the OCAW insisted that the lockout is not over, despite management's announcement. The 235 operators not affected by the firing of the maintenance workers were told last October that they had a choice of either reporting for work or being terminated. Since then, however, only 100 have been called back in small groups.

Moreover, the OCAW expressed concern that not all of the operators would be recalled because one unit of the seven-plant complex was shut down during the lockout, and union members aren't being considered for jobs in a new unit that was established during the labor dispute and is currently being operated with scabs.

During the nearly four-year lockout, the federal Occupational Safety & Health Administration and a similar state agency charged BASF with wholesale safety and environmental infractions. Most of the serious chemical accidents at the plant were blamed on the scabs and contractor personnel brought in to replace the OCAW members.

The OCAW and the AFL-CIO Industrial Union Dept. have been working with West German unions that represent workers at BASF's main facilities in that country in a campaign to bring the company back to the bargaining table.

As part of that effort, members of the West German Parliament came to Geismar to urge management to end its anti-union stand against American workers.



Karen Ignagni

Ignagni appointed associate director for health, retirees

Karen Ignagni has been named associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security. She will head the department's unit on health care, pensions and social security.

The post had been held by Lawrence Smedley since 1973. Smedley, who retired from the federation staff earlier this month, is now executive director of the National Council of Senior Citizens.

Ignagni, 34, has served as an assistant director of the department since 1982. Earlier, she was a staff member on the Senate Labor & Human Resources Committee and served as research director and assistant executive director for the Committee on National Health Insurance.

A graduate of Providence College in Rhode Island, Ignagni received a master's degree in business administration from Loyola College in Baltimore. She is a native of Providence.

Joining the department as an employee benefits specialist is Meredith Miller, 32, who has been assistant director of research for worker benefits for the Service Employees since 1983.

A native of Spring Valley, N.Y., Miller was graduated from Hampshire College in Amherst Mass., and is continuing doctoral studies at Cornell University and the University of Illinois.

Senate takes up move to clarify civil rights laws

The Senate took up a long-stalled, labor-supported bill to remedy a 1984 Supreme Court interpretation that weakened civil rights laws barring institutions receiving federal funds from discriminating on the basis of race, sex, age or physical handicap.

Its sole purpose, AFL-CIO Legislative Director Robert M. McGlotten wrote senators at the start of debate, is to reaffirm "the basic principle that federal dollars must not be used to subsidize discrimination."

A divided Supreme Court ruled in the Grove City College case that a ban on sex discrimination in education applied only to the particular program receiving federal funding and not to the institution as a whole. Other civil rights laws with comparable provisions were subject to the same interpretation.

Supporters of the remedial bill sought to head off a divisive battle over abortion issues by making clear that the legislation was neutral on that controversy, and 58 senators co-sponsored the bill. But that did not head off a barrage of amendments by its critics.

McGlotten termed the attempts to change the nature of the bill "opportunistic and harmful." But the Administration made clear its opposition to the measure, and President Reagan assailed it in his legislative message to Congress.

Reagan claimed its enactment would somehow "subject nearly every facet of American life—from the corner grocery store to the local church or synagogue to local and state government—to intrusive regulation by federal agencies and courts . . . in the name of civil rights."

Workers share in bonuses as copper prices move up

Phoenix—Copper workers at two Arizona companies will share more than $10.4 million in bonuses under an innovative compensation plan keyed to copper prices.

During 1986 contract negotiations, 3,500 members of 14 unions—represented by the National Nonferrous Industry Coordinating Committee—had agreed to pay and benefit cuts in exchange for a plan that tied bonuses to the price of copper.

Under that agreement, miners and smelters at Magma Copper—formerly Newmont Mining Corp.—will receive a "price-related bonus" when the producers' average quarterly price—as listed on the New York Commodity Exchange—exceeds 71 cents per pound. Workers at Inspiration Resources Inc. earn a similar payment when the average quarterly prices exceeds 65 cents per pound.

During the third quarter of 1987, copper prices averaged 78 cents per pound and topped $1 in the final quarter. Workers at Magma earned an additional 60 cents per hour worked, or an average of $312, while Inspiration workers gained another 82 cents per hour worked, or about $426, for the third quarter of last year.

Substantial bonus

Fourth quarter 1987 bonuses—to be paid by the end of this month—are "even more substantial," said USWA Sec. Edgar Ball, chairman of the multi-union negotiating committee. He noted that Magma workers have already reached their maximum bonus level for the final quarter—$2,600 each—while miners at Inspiration have earned $2,342.

Ball said the workers' wage sacrifices were "an investment in the future of their industry . . . and are now beginning to bear fruit." He added that the miners' restored earning power will also bring economic benefits to their communities.

Union workers "who were already the most productive in the world," were willing to fashion "a new contract that said they'd share the pain if they could share the gain," Ball said.

At Asarco, union members received hourly wage increases in exchange for pay and benefit cuts accepted two years ago.

Unions participating in the coordinated bargaining conference are the Boilermakers, Bricklayers, Carpenters, Electrical Workers, Iron Workers, Machinists, Office & Professional Employees, Operating Engineers, Painters, Pipefitters, Railway Carmen, Steelworkers, Teamsters, and the unaffiliated United Transportation Union.

Postal cutbacks

Postal Workers President Moe Biller fields questions from APWU officers and staff after U.S. Postal Service officials outlined probable areas of service cuts resulting from recent budget slashes. The union said any cuts affecting APWU jobs should be dealt with through collective bargaining.

OSHA pledges policy review on union role in citation talks

The Occupational Safety & Health Administration said it will review its procedures for providing worker representatives an "adequate opportunity" to participate in citation settlement discussions with employers. The move follows a Paperworkers' complaint that the union was excluded from negotiations that led to an OSHA settlement with Scott Paper Co. that covered hundreds of violations.

OSHA Administrator John A. Pendergrass, in a letter to UPIU safety director Steve Trawick, said the agency "did not in any way seek to avoid providing either Local 911 or the international union the opportunity to participate in the settlement process."

OSHA, in a Nov. 30 meeting with Scott representatives, settled more than 200 violations of the agency's injury and illness recordkeeping requirements. A penalty of $813,000 was recommended by OSHA inspectors, following inspection of the company's plant in Winslow, Me.

Fines slashed

Under the settlement, the company paid $475,000 while admitting no guilt to the charges. As a bonus, 121 safety violations were also settled—prior to their issuance by the agency. OSHA issued the citations on Dec. 1 without any penalties.

Trawick had protested the union's exclusion from the negotiations, but Pendergrass contended that Local 911 President Lee Pelletier was notified of the meeting and agency attempts to reach UPIU staff during the Thanksgiving holiday were unsuccessful. Trawick maintained that the local president was not properly notified, and was later pressured by OSHA to accept the negotiated settlement by telephone, without having seen a copy of it.

Trawick expressed the union's concern that OSHA in its zeal to "lay an effective foundation for the efficient disposition" of the numerous safety violations, appears to have "signaled Scott that it could get its way on the safety issues too."

Pendergrass said the agency settled the safety citations prior to their issuance because of the opportunity for "quick abatement" of the safety violations, "without the necessity of lengthy, complex litigation." Scott, however, has contested the penalty-less safety violations which include two willful, 92 serious and three repeat violations covering respirators, scaffolding, electrical equipment and safety signs.

Corporate-wide violations

Pendergrass said the Scott citations were settled at the national level because of the opportunity to achieve corporate-wide abatement of the record-keeping violations. "The timing, terms and negotiations process for each case depends on its unique circumstances," he said. "It is OSHA's policy to settle matters arising under the Act amicably, if possible."

But Trawick questioned "the haste of OSHA to conclude the settlement and deny informed employee input . . . which we believe would have improved and clarified the terms of compliance." He noted that since OSHA "has been devoting a great deal of time and expense to articulating procedures for systematically recording and investigating recordable incidents, we believe Scott would have benefited from more specific guidance."

Further, Trawick pointed out, "The settlement could have addressed the need for employee review of records and procedures—a factor which has proven important for assuring accuracy."

Labor defends handbilling in Supreme Court case

Union handbilling of consumers to make them aware of nonunion construction at a shopping mall is both lawful under the Taft-Hartley Act and protected by the Constitution's First Amendment right of freedom of speech, building trades unions told the Supreme Court.

The Reagan Administration and the National Labor Relations Board argued that unions don't have that right.

The handbills distributed at a shopping mall in Tampa, Fla., is a part of the public dialogue in which workers are entitled to participate, stressed AFL-CIO Gen. Counsel Laurence Gold in representing the Florida Gulf Coast Building Trades Council.

Distributing consumer-oriented leaflets keyed to a demand that all construction at the mall be done by contractors "who pay their employees fair wages and fringe benefits" is on a par with union protests over investment in South Africa or the move of jobs overseas, Gold pointed out.

Civil rights retained

"Being a union does not lose us our civil rights," Gold told the court in oral arguments in a case that centers on whether the handbilling urging consumers not to patronize stores in the shopping center constituted a secondary boycott.

The case reaches back to December 1979, when members of the building trades council began distributing leaflets at all four entrances to the East Lake Square Mall in Tampa. The handbills made clear that the unions were addressing their appeal only to consumers and were not seeking to induce any person to cease work or to refuse to make deliveries to the retail outlets.

Union position upheld

In rejecting a complaint by the mall owners, the NLRB ruled in September 1980 that the unions were not engaged in a secondary boycott prohibited by 1959 amendments to the Taft-Hartley Act. The board held that the unions' activities constituted legitimate publicity of the dispute by a specific proviso to the secondary boycott ban.

The case made its way up to the nation's highest court, which in June 1983 rejected the NLRB's reading of the proviso and sent the case back to the Labor Board for further action.

The board invoked the secondary boycott provisions of Taft-Hartley in issuing a cease-and-desist order against the unions. In doing so, the NLRB declined to address the key questions of whether the handbilling constituted a form of free speech safeguarded by the First Amendment.

In August 1986, the 11th Circuit U.S. Court of Appeals in Atlanta overturned the board's ruling on the ground that the distribution of handbills enjoys full constitutional protection, even when it's designed to pressure others to act and the secondary boycott provisions of federal labor law prohibit only picketing.

With the case now back before the Supreme Court for the second time, the unions stressed that overturning the lower court order would mean that organized labor's message could be "obliterated from the face of this country."

The provisions of the Taft-Hartley Act, Gold told the court, must be read in their narrowest context. The ban on union actions that "threaten, restrain and coerce" was not intended to foreclose a reasoned appeal to consumers, the federation's counsel emphasized.

Congressional intent

He pointed out that Congress addressed this issue specifically in 1959 when it considered Eisenhower Administration attempts to broaden the scope of the secondary boycott provision to include appeals to consumers.

During debate on the proposal, the BCTC brief noted, the late Sen. Hubert Humphrey (D-Minn.) said that existing law permitted unions to "distribute leaflets at the premises of a neutral employer to persuade consumers" not to patronize the establishment until a labor dispute with a second party was resolved and urged that Congress not tamper with that right.

In the House, former Rep. Ray Madden (D-Ind.) argued that the Administration proposal "would prohibit any union from advising the public that an employer is unfair to labor, pays substandard wages or operates a sweatshop."

Protected activity

Congress rebuffed the Eisenhower Administration move, Gold noted in the brief. He cited language in the House-Senate conference report emphasizing that the 1959 amendments specifically safeguarded labor's right to inform the public of labor dispute by handbilling or newspaper ads.

The Reagan Administration asked the high court to overturn the 11th Circuit decision and outlaw handbilling that urges a consumer boycott of retail stores not involved in a labor dispute. Deputy Solicitor General Louis R. Cohen defended the NLRB ruling that distribution of the leaflets constituted "threats, coercion or restraint" against neutral parties.

Counsel for the Edward J. DeBartolo Corp., owners of the mall, made a similar argument. The company attorney said that the "true message" in the leaflets was a plea to consumers was to "injure neutral parties" because it urged them not to shop at the center.

Maritime unions win battle for World War II vet status

Continued from Page 1

The suit that forced the Defense Dept. to reverse a previous denial of veterans' status was filed in the name of the AFL-CIO on behalf of affiliated unions whose members and retirees were in the wartime merchant marine.

A 1977 law had authorized extension of military service status to women pilots who ferried planes across the Atlantic and to other groups meeting criteria of comparability to active military service.

But the Air Force, which administered the law, refused veterans status to the merchant marine and even turned down a subgroup consisting of merchant seamen who participated directly in military invasion operations. At the same time, it granted military service status to other groups who served during World War 1.

The union position was upheld last summer in a strongly worded ruling by U.S. District Judge Louis F. Oberdorfer that brought about the Pentagon reversal.

Marine Engineers President C.E. DeFries, whose union was an early crusader for merchant marine veterans status, and National Maritime Union President Shannon J. Wall termed the outcome "justice long overdue."

Union network

Seafarers President Frank Drozak, who also heads the Maritime Trades Dept., said the SIU's network of port agents and the facilities of the MTD will be available to help veterans establish their eligibility. SIU members had a 50 percent casualty rate during the war, he noted.

All of the seagoing unions are cooperating with a request from U.S. Maritime Administrator John Gaughan to use their publications to inform members and retirees of the procedure to follow. Gaughan termed the decision on veterans status "most welcome."

The application forms for all but a few specialized groups of merchant marine veterans will be processed by the Coast Guard, which has access to wartime records of sea voyages. Gaughan asked the union presidents to urge veterans seeking certification to include copies of certificates of discharge that were issued to seamen on conclusion of a voyage or other evidence indicating ships they sailed on and dates of service.

Strong case

Judge Oberdorfer's decision noted that the application submitted by the AFL-CIO on behalf of merchant marine veterans was acknowledged by the Pentagon as "the most complete, well-documented application" it had received from any group.

Even before Pearl Harbor, he pointed out, Congress had complied with President Franklin D. Roosevelt's request and authorized arming of merchant ships. Merchant seamen were trained in gunnery, handling barrage balloons, wartime communications, swimming through burning oil and enemy ship spotting at night.

Creation of the War Shipping Administration put the merchant fleet and its crews under direct government control and merchant seamen were subject to military court martial.

Draft boards were told that merchant marine service was "tantamount to military service," and the Army even released experienced seamen for service in the merchant fleet. Families of merchant seamen were authorized by Congress to display service flags, an honor previously reserved for persons serving in the armed forces.

The court suit that led to the decision to grant veterans status was originally filed by an AFL-CIO Ad-hoc Maritime Committee which included the Marine Engineers, National Maritime Union, Seafarers, Radio Officers and Masters, Mates & Pilots.

Application guidelines

Here's what a World War II seaman would have to do in order to establish eligibility for veterans status on the basis of service in the U.S. Merchant Marine for any period between Dec. 7, 1941, and Aug. 15, 1945:

1. Obtain Defense Dept. Form DD 2168 and the accompanying instruction sheet from any maritime union, department or council. It will also be available from Veterans Administration offices or from the Coast Guard.

2. To assist in verifying wartime service, submit copies of discharge certificates or other evidence of ships served on and dates of service with the application. Do not send originals.

3. Mail the application and supporting documents to: Seamen's Documentation Branch, U.S. Coast Guard, Washington D.C., 20593-0001. Other addresses for persons whose service was in specialized units are listed on the instruction sheet. An example would be civil service crew members employed by the Army Transport Service or its Navy counterpart.

When the application is approved, the veteran will be sent an Armed Forces Discharge Certificate, which is necessary to obtain VA benefits. It may take a month or longer, depending on the number of applications received and the documentation provided. In case of emergency need for VA benefits before the certificate is received, the applicants union may be able to help.

Rubber Workers plan to push for plant closing moratorium

Cleveland—Job security, highlighted by a moratorium on plant closures, tops the 1988 collective bargaining goals of the Rubber Workers for contracts covering 110,000 workers.

At the same time, the union called on management to make major investments in existing facilities to make them competitive in the face of unchecked imports from abroad.

Winding up a four-day strategy session here, the union's 250-member international policy committee emphasized the need to stem the tide of mass layoffs. Delegates called for elimination of contracting out work that can be performed by URW members and transfer of production to other company facilities not covered by the collective bargaining agreement.

The committee's recommendations—which URW President Milan O. Stone hailed as "a bread-and-butter bargaining policy"—were approved by the union's 14-member Executive Board.

They will form the basis for master contract negotiations due to open shortly with Firestone, Goodyear and Uniroyal Goodrich covering 27,000 URW members. Existing agreements with the rubber industry's Big Three expire Apr. 20.

In addition to the job security issue, the URW's contract goals include:

- General wage increases.
- Maintenance of existing cost-of-living clauses and extension of COLA protections to those contracts that do not presently contain such safeguards.
- Improved pension benefit levels for both active workers and retirees.
- Health care cost containment to prevent shifting the burden of medical care inflation onto workers and their families.

The union emphasized it will fight any management takeback proposals and called for increased funding for insurance and supplemental unemployment benefits.

It will also press for a successorship clause requiring that purchasers of any URW-represented operation "recognize the URW as the exclusive bargaining agent and assume the collective bargaining agreement in effect."

UAW critical of Canadian trade pact

Detroit—The Auto Workers called for defeat of the proposed U.S.-Canadian "free trade agreement," emphasizing that it does nothing to protect the interests of American workers and makes no real effort to reduce this country's large trade deficit with its northern neighbor.

The treaty negotiated by President Reagan and Prime Minister Brian Mulroney faces opposition in Congress and the Canadian Parliament, both of which must ratify the pact before it can be put into effect.

The UAW Executive Board emphasized that the agreement fails to remove the pro-Canadian tilt built into the 1965 auto pact between the two countries, and doesn't go far enough to discourage the growing trend toward the use of imported parts in Canadian-made vehicles.

Moreover, the union pointed out, the 10-year phaseout of existing duties is unfair to American interests. Canadian tariffs currently are 9.2-percent, compared with a U.S. duty of only 2.5 percent. The gradual reduction from these levels would lock in a Canadian competitive edge throughout the next decade, the UAW stressed.

"There is no evidence that this agreement would contribute to reducing the U.S. trade deficit with Canada or significantly expand nationwide employment opportunities for American workers," the union emphasized. "It is a shame that two years of work has been expended on this unproductive activity rather than in negotiations to directly address the many serious problems posed by U.S.-Canada trade."

N.Y. state helps fund union literacy classes

Utica, N.Y.—The Central New York AFL-CIO was awarded two state grants to develop job search assistance and literacy and skill training for workers. The funds were awarded to the central body's community services network, the Central New York Labor Agency.

Under a $66,000 grant from the state Dept. of Education, the labor agency will hold literacy and occupational skill training sessions on job sites throughout central New York as part of the state's Workplace Literacy Program.

The agency also will establish an assistance center where jobless workers can get job and personal counseling, skills training and other services under a $46,000 grant from the state Dept. of Labor.

Factory use up—or is it?

Although the nation's manufacturing plants operated at 82 percent of capacity in December, the usage of industrial production facilities remained significantly below the 87-percent level reached in 1979.

What's more, the tidal wave of plant closings that has been a hallmark of the Reagan years makes it difficult to take an accurate measurement of exactly where America stands in terms of how much plant capacity is being utilized.

Economists explained that the flood of low-wage imports has forced some plants to close for good, taking them out of the statistical base used to measure operating potential. Meanwhile, other plants have been "mothballed" and apparently could be put back on line if the nation closes the yawning gap between imports and exports that has impacted so heavily on industries, workers and their communities.

The record-breaking trade deficits piled up every year since the Reagan Administration came to power has forced steel, shoe, textile, apparel, automobile, and electronics manufacturers to shut plant gates at an increasing number of facilities.

The footwear industry, for example, reported that last year alone, 25 factories closed their doors as foreign-made shoes grabbed over 82 percent of the domestic market.

Analysts pointed out, while the nation is producing more goods now than it did in the 1970s, much of the gain has resulted from technological change, eroding millions of job opportunities for skilled workers. In addition, the figures are tilted because decreased plant usage in such sectors as automobile and light truck assembly has been offset by gains in the production of appliances and nondurable consumer goods.

The Federal Reserve Board reported that the industrial operating rate inched up just one-tenth of 1 percent in December.

At the same time, the government said U.S. industrial production slowed in December, posting a modest increase of only two-tenths of 1 percent —half the rise of four-tenths of one percent in November and well below October's 1.1-percent gain.

The output of the nation's factories, mines and utilities rose 3.8 percent during all of 1987—the best showing since the Reagan Recession bottomed out in 1982-83.

Guild appeals denial of overtime pay

Definition of 'professional' protested as radical turnabout

The Newspaper Guild is giving its full support to employees of the Washington Post who have appealed a federal judge's ruling that 13 reporters and editors are exempt from overtime pay rules because they are "professionals" and that other who sought redress must file individual claims.

TNG President Charles B. Dale said the decision by U.S. District Judge Gerhard A. Gesell "is a radical departure from settled law. The court's twin ruling . . . threatens the fundamental rights of all employees."

Dale charged that by "arbitrarily directing individual cases to be filed, the decision also emasculates procedures through which all employees have historically pressed overtime claims."

The class-action suit, covering 60 newsroom workers and 39 from other departments, was filed after the Post failed to renew with Guild Local 35 the contract that expired in July 1986. Some of those workers had been exempt from overtime under the Guild agreement which set an $810-a-week cutoff for overtime entitlement. Last August, Post management declared an impasse and instituted its last wage offer.

The appeal was filed in the U.S. Court of Appeals for the District of Columbia Circuit on Jan. 25 to overturn Gesell's ruling that the 13 employees should be denied overtime pay because they "produce original and creative writing of high quality . . . have far more than general intelligence . . . are thoroughly trained before employment; their performance as writers is individual, interpretative and analytical . . ."

Wide uncertainty

Labor Dept. wage-hour regulations exempt "artistic professions" in which employees perform "original and creative" work "in a recognized field of endeavor."

Columnists, editorial writers and cartoonists are generally considered to be exempt employees, but "legmen" who gather information for other writers are generally covered. Judge Gesell said the Post employees fell within a "wide area of uncertainty left in between."

Gesell said that "each situation must be judged on its own merits. It is not a question of making an exception for all reporters at this or any other newspaper," he said, but rather of determining whether these 13 individuals fall under "the expanding concept" of "professional work" exempt from the wage and hour law.

Robert E. Paul, attorney for Local 35, said the decision reflects the judge's personal bias "that all reporters editorialize their copy." Paul noted that none of the 13 writes news analysis articles for the Post.

Gesell, in a Dec. 10 hearing, had challenged Paul to draw a distinction between news and analysis in the Post. "When you read the front page of the Washington Post, you're not getting facts . . . I've been reading that rag for a long time. There is considerable editorializing on the front page," the judge said, according to a Post report.

Job cuts loom as buying power slumps

Continued from Page 1

continues to be eroded by inflation," Federation Research Director Rudy Oswald explained, "workers no longer can afford to keep up the spending pace that's necessary to keep the economy running at a healthy level."

Real personal consumption expenditures nosedived $24.1 billion in the fourth quarter of last year. It was a dramatic turnaround from the third quarter increase of $33.2 billion in consumer spending.

After-tax incomes grew a sluggish 1.2 percent last year—the poorest showing since the last Reagan Recession—while the savings rate fell to a 40-year low, the Commerce Dept. said in a separate report.

Recession warning

Economists expressed concern that these weak showings would lead to a further slowdown in consumer spending and raise the possibility of a new recession this year.

The Commerce Dept. said consumer spending, after adjusting for inflation, rose just 1.8 percent last year—less than half the growth rate of the previous two years.

The Reagan Administration took a determinedly upbeat approach to the sharp surge in the GNP during the last quarter. The White House characterized this as evidence that "the economy continues to perform with considerable strength."

But Oswald pointed out that "most of the gain was achieved because of a brisk buildup in business inventories at the manufacturing, wholesale and retail levels. It will take months of reduced production to work off this backlog."

As a result, the federation cautioned, workers face more layoffs and cutbacks in the months ahead. The effect of the inventory pile-up has already been felt in the automobile industry, where manufacturers have slashed production to allow dealers more time to sell off a glut of cars.

A number of private economists took an even gloomier view.

Mickey Levey, chief economist for Philadelphia's Fidelity Bank, forecast "very weak growth" during the first half of this year, as business try to liquidate inventories at a time when "consumption shows every sign of being weak."

David Wyss, chief financial economist at the consulting firm of Data Resources in Lexington, Mass., warned that with "too many goods sitting on the shelf, the odds are very good now that we could have at least one quarter of negative growth."

A similar view was expressed by Vice President Martin Regalia of the National Council of Savings Institutions. In the face of the mounting inventory backlog, he said, "you expect production will have to slow or consumption will have to increase—and I don't expect consumption will do it."

Printing jobs threatened by copyright gap

Legislation to restore the manufacturing clause of the Copyright Act is needed to salvage tens of thousands of import-threatened printing industry jobs, AFL-CIO Legislative Director Robert M. McGlotten wrote senators.

The law that was on the books from 1891 until mid-1986 required that most printed material written in the English language by an American author be printed and assembled in the United States or Canada in order to qualify for full copyright protection.

McGlotten expressed the AFL-CIO's support for the legislation introduced last October by Sen. Alan J. Dixon (D-Ill.) and 12 cosponsors. It would restore the manufacturing clause on a standby basis.

Protections trigger

The trigger point would be reached if the percentage of imports of printed materials exceeded four times its 1986 levels. A modified version of the manufacturing clause would then go into effect for one year, or until printing imports fell below the trigger point, whichever is longer.

McGlotten noted in his letter that the trigger-level concept "is consistent with our nation's international trade obligations" since it would apply only when imports have damaged a domestic industry.

Printing is the nation's sixth largest industry, he noted, with 1.3 million workers. It is a competitive industry, with some 80 percent of its firms employing 20 or fewer workers. But last year, McGlotten noted, the United States ran its first trade deficit ever in printed goods. Books, publications and commercial printing "continue to move overseas," he warned.

10 union groups win OSHA training grants

The Occupational Safety & Health Administration has awarded grants totaling $1.5 million to 10 labor organizations and six contractor groups for job safety and health.

Unions and employers participating in the Labor Dept.'s "New Directions" grant program develop educational materials—including publications, films and manuals —and provide classroom training on job health and safety hazards for union members.

Since the program began in 1978, nearly 600,000 persons have participated in the training sessions.

Labor organizations receiving the 1988 grants are: Alaska Laborers Training School, $83,000; AFSCME, $95,000; Arkansas AFL-CIO, $143,000; Chemical Workers, $95,000; Sheet Metal Workers Training Fund, $114,000; Orlando, Fla., Building & Construction Trades Council, $80,000; Retail, Wholesale & Dept. Store Union, $93,000; West Virginia AFL-CIO, $188,000; AFL-CIO Industrial Union Dept., $131,000, and the Steelworkers, $123,000.

Unfriendly skies

Machinists President William Winpisinger rallies IAM members and other union members in their fight to win a fair contract at Eastern Airlines. Negotiations had been stalled until the appointment of a federal mediator. The carrier—now owned by union buster Frank Lorenzo—is demanding a 40-percent cut in wages and benefits. Joining the Jobs with Justice rally in Alexandria, Va., were representatives of the Transport Workers, Air Line Pilots, Paperworkers and metropolitan Washington AFL-CIO.

Homecare workers seek representation by SEIU

Los Angeles County dodging contract talks

Los Angeles—A major organizing drive by the Service Employees has produced an outpouring of support for unionization among 40,000 low-paid Los Angeles County workers who provide home health care services to the elderly and disabled.

Although SEIU Local 434 has already obtained signed authorization cards from some 12,000 employees of the In-Home Support Service program, the county has thus far refused to sit down and bargain with the workers—most of them black and Hispanic women—who receive a scant $3.72 an hour and no health insurance or other benefits.

California law doesn't provide for union elections among public employees. Instead, it calls for recognition and bargaining based on a union's showing that at least one-third of the workers involved have signed authorization cards.

In an effort to block unionization, the county has refused to acknowledge that it is the employer of the homecare workers. It claimed to lack authority over the employees because of a convoluted arrangement under which paychecks drawn on state funds are actually given to workers by the patients themselves.

The SEIU has filed suit in state court for Los Angeles County to force the county to come to the bargaining table. The union brief pointed out that, without regard to the method of payment, the county sets pay rates, determines the hours worked and the types of services performed.

The medical support service for those confined to their homes is a state-mandated program, administered by the County Dept. of Public Service Programs. The Los Angeles program is the state's largest, serving 44 percent of all California recipients.

In a detailed study of working conditions among local homecare workers, the union reported that the $3.72 hourly wage is below wages paid by county agencies and private contractors providing identical services elsewhere in the state. These pay levels range from $4 an hour in San Francisco to $4.92 in Marin County.

Because of the below-poverty wage levels, the SEIU pointed out, a significant number of the Los Angeles homecare workers qualify for public assistance.

With a decision in the court case not expected until March, Local 434 has stepped up the pace of its unionizing activities, with 15 SEIU organizers working full-time on signing up additional members.

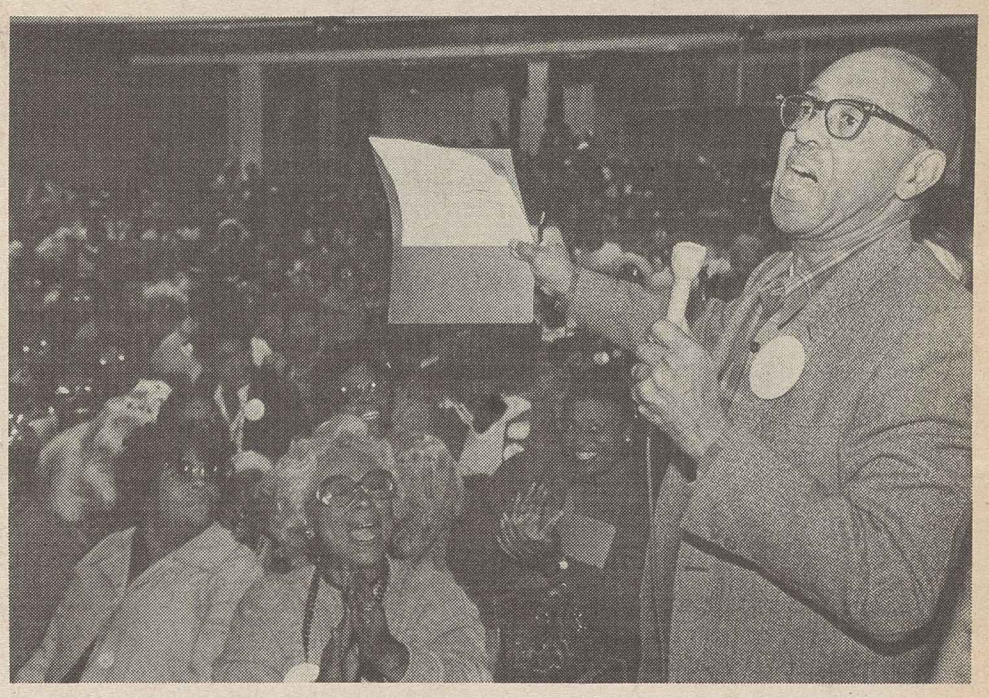
Community support

The union drive has been endorsed by a number of community leaders, including Catholic Archbishop Roger Mahoney, Los Angeles Mayor Tom Bradley (D) and civil rights activist Coretta Scott King.

In addition to bringing the homecare workers under the union's umbrella, the local currently represents 5,000 employees at county-run hospitals and other health care facilities.

Home health care has become one of the largest growth industries across the nation, the SEIU pointed out. This is the result of the aging of the population, and Medicare reimbursement policies that discharge patients "quicker and sicker" from institutional care, the union emphasized.

Spending on homecare is increasing at an annual rate of 20 to 25 percent, the union said, and by 1990 it is expected to be a $16-billion-a-year business.



Homecare workers rally in drive for union recognition.

Marine trades applaud call for revived merchant fleet

Seagoing and shipbuilding unions hailed recommendations by a blue-ribbon federal panel calling for a clearly defined national maritime policy to end the "alarming deterioration" of America's merchant marine.

The commission headed by former Sen. Jeremiah Denton (R-Ala.) spelled out a seven-point program to overcome the "clear and growing danger" that the U.S.-flag fleet and the nation's shipyards will be unable to meet national defense needs in time of emergency.

President Paul Burnsky of the AFL-CIO Metal Trades Dept. expressed satisfaction that the commission "finally recognized the need to protect U.S. shipbuilders against cut-throat foreign competition and to underwrite construction of new merchant vessels in this country."

And Frank Drozak, president of the Seafarers and head of the federation's Maritime Trades Dept., said that, if implemented, the recommendations for a well-rounded maritime program "would guarantee a merchant marine and shipbuilding base big enough to meet minimim national security needs for years to come."

Even though the nation faces a budget crisis, Drozak said, the proposals would be "of minimal cost to the U.S. taxpayer but of maximum benefit" in restoring "a viable merchant fleet, active shipyards and the seagoing and shoreside skilled manpower pool" to meet commercial needs and provide adequate sealift capability during a national emergency.

Burnsky was sharply critical of President Reagan for reneging on 1980 campaign promises to revitalize America's shipping and shipbuilding capability. In the past seven years, he said, the Administration's "buy-foreign" approach cost U.S. shipyards more than $35 billion in lost contracts.

"I have little confidence that, in the waning days of his Administration, Ronald Reagan will have any change of heart," Burnsky said. "But the commission's recommendations can serve as a blueprint for a new Administration and a new Congress to work together to rescue this industry which serves as the nation's fourth arm of

Sanctions sought

The commission called for imposition of sanctions against foreign countries that discriminate against U.S.-flag vessels and American shipbuilders; expansion of programs that require the carriage of government cargoes aboard American-built, owned and manned vessels, and extension of the Jones Act—which reserves domestic shipping to the U.S.-flag fleet—to include all seagoing traffic moving within 200 miles of the nation's coast.

The report set a target for sustained growth in the percentage of cargo carried in foreign commerce by U.S.-flag fleets, doubling it from its present 4-percent level to "at least 8 percent within 10 years."

New York City joins Colt Firearms boycott

New York—The City Council voted to refuse to purchase weapons and other products from Colt Firearms—a division of Colt Industries—until the company negotiates in good faith to reach a fair settlement with its workers.

More than 1,000 Auto Workers have been locked out by the company since 1985, when Colt demanded a wage freeze and steep cuts in benefits. Colt was placed on the AFL-CIO's boycott list last year.

The City Council resolution also called on the U.S. Defense Dept. not to award any new contracts to Colt until the dispute is settled.

Reagan's legislative message sounds new veto warnings

Continued from Page 1

Reagan said the Administration will take further steps to do away with long-standing restrictions on industrial homework.

His message to federal and postal employees was that he will propose legislation to expand "privatization" of government programs and will explore turning over some postal functions to private contractors.

Hatch Act reform, to allow federal employees to participate in political activities while continuing to protect them from pressure to do so, passed the House by 305-112 in the first session and is awaiting action in the Senate. But Reagan threatened a veto.

"The Hatch Act should not be changed or repealed," he insisted. He called for further deregulation of the trucking industry, and an end to restrictions on mergers of commercial banks and securities firms.

While the President's State of the Union message reiterated the threadbare theme of achieving a balanced budget through a constitutional amendment, Reagan proposed to eliminate one of the revenue-raising tax reforms enacted by Congress and reduce the tax rate on capital gains below the level paid by workers on their wages and salaries.

He again called for more military spending, a priority that will be spelled out in the budget Reagan will submit Feb. 18.

Management swings organizing vote to OPEIU

Bridgeport, Conn.—Secretaries and clerical workers at the University of Bridgeport said a string of "management's broken promises" helped shape their decision to join Office & Professional Employees Local 153.

During an organizing drive in 1986, the workers had listened to the university's promises and voted down the union, said OPEIU Vice President Michael Goodwin. But when management failed to raise wages and upgrade job classifications, a majority of the 174 clerical workers voted for OPEIU representation. Negotiations are underway for a first contract.

In Hartford, 71 technical and clerical workers at the Kaiser Foundation Health Plan—a health maintenance organization—expressed their dissatifaction with eroding benefits and low wages by voting overwhelmingly to join OPEIU Local 153. Shop stewards from Connecticut Health Care Plan, a New Haven-based HMO, assisted in the organizing drive.

Prosperity gap

An overwhelming majority of Americans believe that the Reagan Administration is responsible for widening the gap between the nation's rich and poor.

In a nationwide poll, 72 percent of those surveyed said that the rich are better off than they were seven years ago. And 50 percent believe the poor are doing worse than at the start of the Reagan presidency.

The telephone survey was taken on the eve of Reagan's State of the Union message in which he claimed credit for having "restored the American dream" and the creation of a "strong, prosperous" nation.

The poll was conducted by Gordon S. Black Corp. for USA Today and Cable News Network to measure the public's own assessment of the state of the national economy as Reagan enters his final year in office.

Union members enjoy 36% pay edge

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facturing, $53 in services and $51 in wholesale trade.

Only in the area of finance, insurance and real estate did nonunion workers have the edge. But it was a small one—a scant $10 a week more than workers with union contracts.

But there was a down side to the improved wage figures, Oswald emphasized, because pay gains generally failed to increase in line with the 4.5-percent jump in the consumer price index. As a result, the rising inflation rate eroded the purchasing power of their paychecks.

First-year wage adjustments under collective bargaining agreements averaged 2.2 percent, with improvements projected at 2.1 percent over the life of the contract, the government reported. If cost-of-living adjustments are factored in, the average increase was 3.6 percent.

The Labor Dept. does not include lump-sum payments and profit sharing in computing union pay gains. About half of the workers covered by collective bargaining agreements last year received such payments.

The employment cost index—which includes the total that management pays for fringe benefits as well as wages—rose 4.4 percent for state and local government workers compared to 3.3 percent for workers in private industry.

Membership stability

Meanwhile, a survey by the Census Bureau prepared for the BLS showed that in 1987, some 16.9 million wage and salary employees were union members—a figure basically unchanged from the levels of the previous two years.

The stability followed five years of decline during which union membership rolls shrank by 3.1 million.

Most of the loss between 1980 and 1985 was directly attributable to the flood tide of foreign imports that caused a major contraction in the nation's industrial base.

As a percent of all employed wage and salary workers, union membership slipped from 17.5 percent to 17 percent between 1986 and 1987, a period marked by an increase of 2.4 million in the workforce.

Union membership rates were in the 34-percent range in two major industrial groups—federal, state and local government and the transportation, communications and public utility sector.

Three other groups of workers were above the national average. The unionized rate was 23.2 percent in manufacturing, 21 percent in construction and 18.3 percent in mining.

Of particular note was an increase of 130,000 union members last year among professionals.

The survey showed that union members made up less than 10 percent of the workforce in wholesale and retail trade, services, and the finance, insurance and real estate sector.

Heywood Broun Award winners, from left, Mark Trahant, Chuck Cook and Mike Masterson, receive praise from contest judges Frank Starr and Reese Cleghorn, right. Seated is competition chairperson Harry Ryan.

Series on Indian programs wins Heywood Broun Award

Three reporters who wrote a 30-article expose of fraud and waste in programs that are supposed to help American Indians, published in the Arizona Republic of Phoenix, won the Newspaper Guild's 1987 Heywood Broun Award.

The reporters are Mike Masterson, Mark N. Trahant and Chuck Cook. It is the second award for Masterson who won in 1984 for an investigation into the death of a black man 24 years earlier in the Faulkner County Jail in Conway, Ark. Masterson is a former member of Chicago Guild Local 71.

Judges awarded honorable mentions to Barbara Stanton of Guild Local 22 for her series in the Detroit Free Press on the lingering aftermark of the civil rights riots of 1967, and to Alex Kotlowitz for his article in the Wall Street Journal on three months in the horrifying life of a 12-year-old boy in a Chicago housing project.

The $1,000 award was presented to the three winners at a luncheon Jan. 25 at the National Press Club. Citations will go to the Arizona Republic and to the reporters cited for honorable mention.

Judges said they chose the winning series, "Fraud in Indian Country: A Billion Dollar Betrayal," from a record 165 entries because "it exemplified the spirit of Heywood Broun's own reporting of injustices and his battles for the underdog." Broun, the Guild's founding president, was a columnist in the 1920s and 1930s.

Sham programs

The series reported "devastating evidence of mismanagement and paternalistic bureaucracy in the Bureau of Indian Affairs." It "detailed cases of ineffectiveness and sham in programs dealing with health, housing and crime, as well as shameful treatment of Native Americans by both the U.S. government and energy companies in denying oil and gas royalties." The series triggered congressional hearings.

Judges for this year's competition were Reese Cleghorn, dean of the University of Maryland College of Journalism and president of the Washington Journalism Review; Robert L. Asher, a member of the Washington Post editorial page staff and a former president of Guild Local 35, and Frank Starr, chief of the Washington bureau of the Baltimore Sun.

Chairperson for the competition was Harry Ryan, a former four-term Guild vice president who is travel editor of the New York Daily News.

Kennedy endorsed despite misgivings

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decent respect for a wide range of opinion."

Kirkland expressed the AFL-CIO's position as the Judiciary Committee prepared to act on the nomination. Its subsequent vote for confirmation has cleared the way for anticipated early approval by the full Senate.

While Judge Kennedy's decisions reflect an acceptance of settled law, Kirkland noted that the AFL-CIO's analysis showed a pro-employer tilt "in virtually every case where significant and unsettled issues were presented."

And over a 12-year career as an appellate judge, the AFL-CIO found, Kennedy "voted to deny enforcement to fully one-third of all National Labor Relations Board orders challenged by managements, while he has never voted to deny enforcement to an NLRB order that was adverse to a labor union."

But Kennedy has also shown a potential to respond to the responsibilities of the Supreme Court in the mainstream of constitutional interpretation, Kirkland added.

"A continuing stalemate between the President and Senate would be destructive of the public's confidence in the system stated in the Constitution for filling Supreme Court vacancies—and possibly of confidence in the court itself," Kirkland noted.

"We therefore urge that Judge Kennedy's nomination be confirmed," he wrote.

Retired labor educator Lawrence M. Rogin dies

Lawrence M. Rogin, a retired AFL-CIO education director and senior staff associate at the George Meany Center for Labor Studies, died of cancer Jan. 26 at his home in Washington.

Rogin, who was 79, trained thousands of local union leaders during his 54 years of service to the labor movement.

In a letter to his wife Hilda, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said Rogin was a "superb educator who for than a half-century maintained a staunch dedication to the advancement of the trade union movement through education. The cadre of unionists he trained, numbering in the thousands, have applied the knowledge they gained in their own communities. The result has been a much strengthened labor movement."

Rogin held the federation's education director post seven years, retiring in 1967. He then headed various labor projects, including one that resulted in a book, "Labor Education in the United States," published by the U.S. Office of Education. He joined the Meany Center in 1970, and also served as a training consultant for AFSCME and the AFL-CIO's Human Resources Development Institute.

His trade union career began in 1933 when he became education director of the AFL Federated Trades Council in Reading, Pa. From 1935 to 1937, he taught at the Brookwood Labor College in Katonah, N.Y.

Rogin served as education director of the Hosiery Workers in Philadelphia and retained that position after the union joined in forming the Textile Workers in 1939. He gained organizing expertise while serving as special assistant to the TWUA president and played a key role in the union's Southern organizing drives in the 1950s.

University positions

He became the director of worker education and services for the Institute of Labor & Industrial Relations at the University of Michigan and Wayne State University in 1957 and joined the federation staff three years later.

While at the Meany Center, Rogin helped develop and taught courses in arbitration, labor law and union administration—all geared at aiding local union officers manage the myriad of tasks they face daily.

A memorial service and reception will be held at the AFL-CIO headquarters on Feb. 7 at 1:30 p.m. Besides his wife, survivors include three children.

Mel Stack, staff organizer and editor

Baltimore—Melvin N. Stack, a veteran labor organizer and editor who joined the AFL-CIO Dept. of Organization & Field Services last year, died of a brain tumor Jan. 23 at the University of Maryland Hospital. He was 54.

"Mel Stack was a staunch trade unionist and a tireless and resourceful organizer," AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said in a letter to his wife Nessie. "He will be remembered with affection by thousands of workers who have benefited from his skills and dedication."

They praised Stack's role in helping Washington teachers gain union representation as just one of the achievements in which Stack's family could take pride.

Born in Brooklyn, N.Y., Stack became an AFSCME international representative in 1960 and joined the Industrial Union Dept. field staff four years later. He was assistant public relations director of the Government Employees from 1967 to 1972, when he became editor of the Retail Clerks' Advocate and then assistant organizing director of the Food & Commercial Workers.

On joining the AFL-CIO staff in mid-1987, Stack was assigned to develop the volunteer organizing program established by the federation's 1987 convention.

In addition to his wife, survivors include a son and three daughters.

Memorial services were held in Columbia, Md. with burial at Cedar Lawn cemetery. Services will also be held at the federation and the UFCW headquarters.

Harry Avrutin, 71, union label campaigner

New York—Harry Avrutin, one of the labor movement's most enthusiastic promoters of the union label, died of cancer Jan. 23.

Avrutin, who was 71, served as the secretary-treasurer of both the New York State Union Label & Service Trades Dept. and the Greater New York & Long Island council from 1949 until his death.

He came from a trade union family, and his first union card was in the Ladies' Garment Workers. Avrutin was a founding member of the Office & Professional Employees, holding Card No. 9. He served as business agent of OPEIU Local 153 in New York from 1945 to 1949.

Avrutin was elected secretary of the New York City AFL-CIO in 1974, serving until his retirement in 1986.

"Whenever and wherever the call came for justice and workers' rights, Harry was there," the central body officers said.

To Sidney Heller, secretary-treasurer of the AFL-CIO Union Label & Service Trades Dept., he was "a dear friend and a dynamo in promotion of the union label."

Survivors include his wife Lucille and two daughters. Burial was in Old Motefiore Cemetery, Queens, N.Y.

Cement union founder Toney Gallo dies at 84

Mountain Home, Ark.—Toney Gallo, a charter member of the Cement, Lime & Gysum Workers (now merged with the Boilermakers), died Jan. 11 following a long illness at Baxter County Regional Hospital. He was 84.

Gallo served as secretary-treasurer of the union from 1939 until his retirement in 1966. He helped form the union in 1933, when he was working at a cement plant in Oglesby, Ill. He was the first secretary-treasurer of CLGW Local 3, and chairman of the AFL-CIO Secretary-Treasurers' Conference for six years.

Labor attorney Javits appointed to NMB

Joshua M. Javits has been sworn in as a member of the National Mediation Board to fill out the term of Charles L. Woods. The other NMB members are Chairman Helen M. Witt and Walter C. Wallace.

Javits, son of the late Sen. Jacob Javits (R-N.Y.), is an attorney and arbitrator. He is a member of several arbitration panels and while in private law practice, represented the Fire Fighters and several of the unions in the Railway Labor Executives Association. He also worked for the National Labor Relations Board's Los Angeles office.

Schedule of Labor Studies Center courses

The George Meany Center for Labor Studies will offer 13 workshops during February and March 1988. The schedule:

Organizing Techniques I, Feb. 7-12—A review of the elements of an organizing campaign, including targeting, house calls, picking winning issues, developing plant committees.

Arbitration Techniques, Feb. 7-12—A workshop presenting mock cases before professional arbitrators. The sessions held at the University of Oregon in Eugene, will be videotaped.

Contract Negotiations in the Construction Industry, Feb. 21-26—An institute to improve bargaining skills of building trades union leaders.

Arbitration Techniques, Feb. 28-Mar. 4—A workshop presenting mock cases before professional arbitrators. Sessions will be videotaped at the Meany Center.

Effective Speaking, Mar. 6-11—A workshop to coach speakers on topic selection, research, outlining and delivery in front of video cameras. Exercises will emphasize listening skills.

Union Issues for Working Women, Mar. 6-11—A seminar to update union leaders about issues of concern to women, with sessions on improving skills to implement action.

Evolution of Work & the Labor Movement, Mar. 6-11—Wide-ranging discussions of how unions deal with the new workforce, quality of work life and employee involvement programs.

Internal Organizing, Mar. 13-18—A workshop on recruiting members in open shops and developing active membership support in a union shop, using case studies.

Effective Leadership Styles, Mar. 13-18—An institute on different leadership styles to help individuals to recognize their own and modify it when appropriate. Individual coaching and video replays will be used.

Organizing in the Construction Industry II, Mar. 20-25— The program covers media techniques, Davis-Bacon Act enforcement legal issues and bidding strategies.

Union Administrator & Business Agent, Mar. 20-25—A workshop on conflict management, time management, monitoring finances and budgeting.

TV: The Cool Medium, Mar. 27-30—A workshop to coach union leaders on how to face television cameras and work with reporters.

Negotiating & Writing Contract Language, Mar. 27-Apr. 1—An institute to sharpen negotiators' skills on writing contract language and responding company proposals.

AFL-CIO affiliates and departments using the campus in February for their own staff training programs are: Transportation • Communications Union, Feb. 7-12; Teachers, Feb. 7-12; Newspaper Guild, Feb. 12-18; AFSCME, Feb. 21-26; Flight Attendants, Feb. 21-26; Food & Commercial Workers, Feb. 28-Mar. 4.

More information about labor studies programs is available from the Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301-431-6400.

EDITORIALS

Righting a Wrong

BECAUSE THEIR unions persevered, tens of thousands of merchant seamen who risked their lives in World War II have gained the veterans status they clearly earned.

In the early years of the war, there was no more hazardous service, and the death tolls reflected it.

They have "shown the stuff of heroes," President Franklin D. Roosevelt told the nation five months after Pearl Harbor. A year later, he reported: "The men of our merchant marine have pushed through despite the perils of the submarine, the dive bomber and the surface raider. They have returned voluntarily to their jobs at sea again and again."

In the invasion that liberated the Philippines, Gen. Douglas MacArthur recounted, "I ordered them off their ships and into foxholes when their ships became untenable targets of attack. At our side, they have suffered in bloodshed and death."

The Pentagon's initial denial of military duty status to merchant marine vets could not and did not detract from their contribution to America's cause.

But it was a wrong, and as is so often the case the trade union movement was instrumental in righting it.

Let Them Eat Pizza

TO AN ADMINISTRATION that hopes to go into the election campaign with statistics that give an impression of prosperity and growth, there may be good news in the pizza expansion.

Pizza sales, we are told, have reached an incredible $20 billion a year.

That amount of money obviously represents a lot of jobs. But as House Speaker Jim Wright noted in the Democratic response to the President's State of the Union address, "We can't build a vibrant economy by just delivering pizzas to each other."

Nor can we build a vibrant economy by moving our jobs to other countries.

Readers of this newspaper are aware of the job imbalance created by the rapidly-expanding maquiladora complex of runaway U.S. plants that operate just across the Mexican border. A trade law loophole allows goods made by $4-a-day workers to be shipped back to the U.S. market with only a token tariff.

Now President Reagan has proposed to do even more—much more. He would go beyond a border enclave and seek a free-trade treaty with Mexico that would allow duty-free production of goods anywhere in the country. The President's eventual goal, expressed in his legislative message to Congress is to make the entire western hemisphere tariff-free.

This country, already the world's largest consumer market, will be expected to buy even more of what other nations produce.

Except for pizza. There, we'll still make our own. Pepperoni anyone?

The First Priority

THERE IS an irreconcilable conflict between America's needs and the proclaimed legislative agenda of President Reagan.

It is reflected in the Reagan Administration's refusal to update the minimum wage, its ideological hostility to the use of government as a tool to eliminate injustice and make life better for ordinary people.

And it is reflected in the free-trade blinders that cause the President to trumpet trade deficits as a sign of economic health.

There is no way that encouraging the further abandonment of U.S. industry and jobs will strengthen an economy drifting perilously close to a new recession. And there is no way that our enormous trade deficit can be overcome if the United States continues to ignore the fact that its trading partners have been playing with loaded dice.

There is a way to achieve a reasonable and constructive balance between the trade reform bills passed by the House and Senate last year. The President to the contrary, that should be the first priority of Congress. Time is running out.

Jim Morin in the Miami Herald

Washington Window

Pittsburgh oil spill points up EPA failing on water safety

By Press Associates

The million-gallon diesel fuel spill near Pittsburgh made it very clear to communities along the Mononghela and Ohio rivers what it is like to have a contaminated water supply.

Like similar catastrophic chemical contaminations in other localities, the fuel spill in the Pittsburgh area rivers is an environmental disaster with a specific, identifiable source—a diesel fuel holding tank that burst.

However, a new report by the Center for Study of Responsive Law warns that nearly 20 percent of water systems tested in the United States may be contaminated by chemicals that enter water supplies from more diffuse sources.

Unlike the unmistakable smell of diesel fuel, these organic and inorganic contaminants don't usually change the smell, appearance or taste of water enough to alert Americans that the water they drink may be hurting them.

The nonprofit center, affiliated with consumer advocate Ralph Nader, said that 2,110 contaminants have been identified in drinking water by federal and state surveys since the Safe Drinking Water Act was passed in 1974.

The vast majority of the contaminants—nearly 2,090—are organic chemicals that enter water supply systems as by-products of disinfecting agents such as chlorine, through leaching from toxic dumps, gaseous toxic chemical releases from landfills, air pollution, wastewater contamination, agricultural pesticide runoff, leaking underground storage tanks and chemical spills. Most inorganic contaminants are metals, such as lead.

Health hazards

Of the 190 contaminants known to be health hazards, 97 are known or suspected carcinogens, and 82 are known or suspected mutagens—agents which can cause chromosomal damage and birth defects. Twenty-three cause tumors, and 28 others are known to cause acute and chronic health problems.

Duff Conacher, an author of the center's "Troubled Waters On Tap," said that "water treatment techniques, safety standards and public education programs continue to reflect far more concern for 19th Century infectious diseases than for the growing array of ailments caused by 20th century toxic pollution problems, including cancer and birth defects."

The report charged the Environmental Protection Agency with "dereliction of duty" in failing to require proper purification for drinking water, to establish a monitoring system for organic chemical contaminants, and to adequately alert citizens on risks from chemical contaminants.

For example, the EPA proposed in 1978 to require water treatment systems using granular activated carbon to filter out many toxic organic contaminants. However, Reagan's EPA withdrew the proposal in March 1981, despite studies that found GAC systems to be very effective and economically feasible.

Organic filters little used

Consequently, only some 50 out of the 79,000 regulated U.S. public water systems use GAC or another technique capable of removing organic contaminants—packed tower aeration. In contrast, such systems are used in many European water supply systems, the center said.

Only about 30 public water systems in the United States have substituted ozone for chlorine to disinfect water supplies, the report said. Federal standards regulate only the chlorination by products trihalomethanes, while neglecting other mutagenic and toxic chlorine compounds.

The center charged the EPA's standard setting process under the Safe Drinking Water Act is "a disgrace." The agency set only 22 maximum contaminant levels between 1974 and 1986. Another eight, which mostly target carcinogens, go into effect in December 1988.

Recognizing the EPA's snail-paced standard setting, Congress amended the Safe Drinking Water Act in 1986 to require the agency to set standards for 25 contaminants by 1991. After that, EPA must regulate 25 more contaminants every three years.

Whether the EPA meets its duty to set and enforce drinking water standards depends on politics, according to the center. The report concludes that there are no insurmountable legal, scientific or technical problems involved in providing safe, toxic-free drinking water to Americans.

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AFL-CIO news

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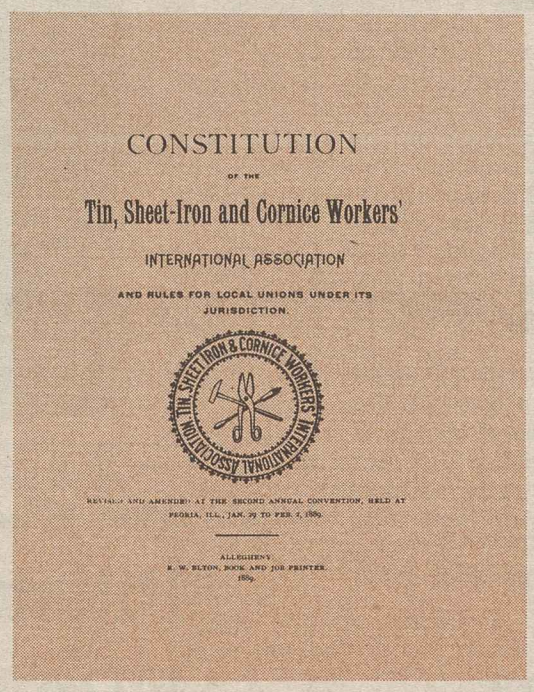
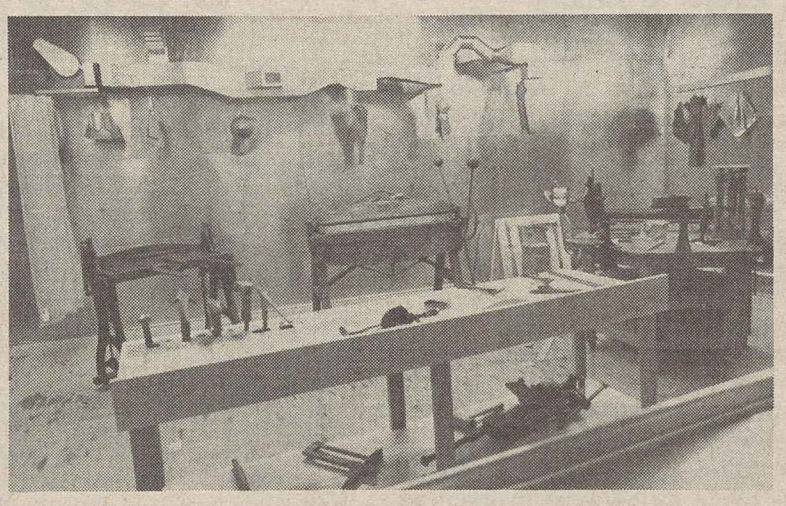
Welders on the job

Ornamental work on display.

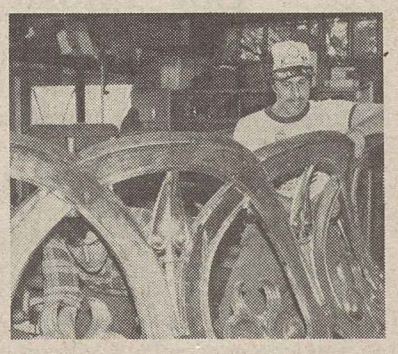


Earlier tools of the trade.

SMW President Carlough cuts aluminum ribbon to open the building museum exhibit.



The collection includes a working metal shop.



Sheet metal workers refinish new torch for the Statue of Liberty.

Union dedicates Carlough Gallery, historical exhibit

The Sheet Metal Workers' 100th anniversary was the occasion of the dedication of the Edward F. Carlough Gallery and a collection of exhibits and materials that highlights the skills of generations of union craftsmen.

"Sheet Metal Craftsmanship: Progress in Building" and the Carlough Gallery both are housed in the National Building Museum in Washington's historic Pension Building. The gallery was created by an endowment from the union and was named to honor of the late SMW president, Edward F. Carlough, who died in 1985. It will house an exhibit on the challenges of constructing and refurbishing the Statue of Liberty.

The tribute to sheet metal craftsmenship was developed in cooperation with the union, the Sheet Metal & Air Conditioning Contractors' National Association and the union-industry training fund.

At the dedication ceremony, AFL-CIO President Lane Kirkland applauded the union's "history of innovation, exploration and readiness to respond to challenge" that was evidenced both by its accomplishments on display in the gallery and by the union's leadership role.

Diversity of skill

Exhibits include ornamental work and designs from the Revolutionary War period, prefabricated buildings used during the days of the California Gold Rush in the 1850s and the art deco ceilings and ornamental work of the 1920s. The beauty and diversity of the metal working trade can been seen in the skylights, roofing and other building finishes.

SMW President Edward J. Carlough said the exhibit "symbolizes our union's innovative history . . . built with a joint effort of our union, our contractors and our apprentices."

SMW members and apprentices from across the country and Canada volunteered their time to work around the clock for nearly a month, assembling the 65-foot, self-standing structure that houses the displays. Contractors donated materials and had workers fabricating ornaments, wall sections, tubing and components.

The sheet metal structure was designed by architect Frank Gehry. The collection will be on display through August 1988.

Sheet Metal Workers at 100

Celebrate founding of Tin, Sheet Iron & Cornice Makers

By Candice Johnson

The Sheet Metal Workers are marking a century of solidarity and craftsmanship.

Sheet metal and tin workers have been on the job since the nation's colonial days, when metal artisans crafted roasting ovens, built rain gutters, downspouts and cornices and copper goods, as well as historical monuments.

As America grew, so did the need for household goods, homes and factories, and tinners and other sheet metal workers adding on the finishing touches—including windows, skylights, galvanized cornices and roofs—and manning the shops.

In January 1888, Robert Kellerstrass, then secretary of the Tin & Cornice Makers' Association in Peoria, Ill., roused tin workers from seven local unions—representing Youngstown and Dayton, Ohio, Peoria, Kansas City, Omaha, Neb., and Memphis, Tenn.—who traveled to Toledo to shape a national organization that would "better our conditions."

During their four-day deliberations, delegates discussed wages, hours and problems in the construction industry. They elected Archibald Barnes as the union's first president, A.W. Chatfield secretary and Kellerstrass treasurer, and named the new union the Tin, Sheet Iron & Cornice Workers' International Association.

By its 1896 convention, the union—now named the Amalgamated Sheet Metal Workers' International Association—had grown to represent 108 locals. Average wages for unionized tin workers reached 25 cents an hour in several cities at a time when the U.S. Census Bureau reported that the average pay for all workers was 80 cents a day.

AFL charter

Three years later, the Sheet Metal Workers received their charter from AFL President Samuel Gompers and over the next few years, the union pursued labor's fight for the eight-hour day, pressed for wage increases and better working conditions for its members and reminded workers that "the day is past for labor organizations to neglect the ballot box."

The SMW rolls listed 18,500 members in 1913 as 104 delegates met for the union's convention in Atlanta. Two years later, delegates voted to increase death benefits and established a system to resolve jurisdictional claims.

In 1916, SMW crafted the cornerstone box for the AFL's first Washington headquarters. The box, covered with copper sheeting and decorative sprays and leaves, is now part of the sheet metal craftsmanship exhibit at the National Building Museum.

Sheet metal workers could be found in railroad shops and roundhouses, shipyards and naval stations, roofs and shops, even at the Chicago World's Fair. Members of SMW Local 206 helped build the "Spirit of St. Louis" which carried flyer Charles Lindbergh across the Atlantic. By 1927, the union had a membership of nearly 24,000 in 441 locals.

As the nation entered World War II, thousands of SMW members joined the defense effort—in construction batallions as Seabees or in plants at home. By 1942, membership had topped 40,000.

Setting standards

The union's 1946 convention adopted national apprenticeship standards for the industry, to be supervised by a joint labor-management apprenticeship committee. That year, the international union also reached a standard agreement with its employer counterpart establishing wages, hours and working conditions.

As the industry changed with the development of ventilation and air conditioning processes, a national housing policy adopted in 1949 and the nation's economic expansion, SMW members filled those jobs. Future challenges to the skills and talents of metal workers included peacetime projects of the Atomic Energy Commission, the harnessing of solar energy, creation of the first "iron lung" respirator and work on the Apollo 11 spacecraft.

In another benefit breakthrough, SMW Local 28 President Edward F. Carlough negotiated the first pension plan for building trades union covering all menbers in New York. In 1959, Carlough was elected international president, and by 1962, membership exceeded 111,000.

Under the leadership of current President Edward J. Carlough, the union reported that it continues to improve benefits for members through the Stabilization Agreement of the Sheet Metal Industry. Another cooperative agreement established the National Training Fund.

Senate breaks logjam on ratifying ILO treaties

The Senate ratified two International Labor Organization conventions—the first to be approved in 35 years—and opened the door to future action on other ILO treaties covering such issues as freedom of association and forced labor.

AFL-CIO President Lane Kirkland welcomed the Senate's near-unanimous votes as signaling a turning point in this country's relations with the ILO—a unique world body in which workers, employers and governments have representation in a tripartite structure.

Largely because of unwarranted fears that ILO agreements could override U.S. laws, the United States had previously ratified only a handful of ILO conventions dealing with international maritime standards. The last occasion was in 1953. ILO conventions are considered treaties and require a two-thirds vote by the Senate for ratification.

One of the newly ratified agreements, Convention 147, also deals with maritime issues. It was approved by an 84-0 vote.

The only touch of controversy came on Convention 144, which calls for regular consultation on ILO matters by representatives of workers, employers and government in each member country.

This upset the National Right to Work Committee, which protested the fact that the AFL-CIO is the designated representative of American workers. NRTWC President Reed Larson called on senators to stand up for nonunion workers and vote against ratification.

Only Senators Jesse Helms (R-N.C.) and Steve Symms (R-Ida.) followed his advice, and the treaty was approved, 81-2. The Reagan Administration endorsed ratification, and Sen. Orrin G. Hatch (R-Utah), usually a right-to-work ally, was the chief Republican spokesman supporting the ILO conventions. Sen. Daniel P. Moynihan (D-N.Y.), who has made ratification of ILO treaties a personal cause, was the floor manager.

Ratified by an 84-0 vote, ILO Convention 147 requires nations to establish minimum standards of working and living conditions for crews on seagoing vessels flying their flag.

Its approval was cheered by U.S. maritime unions. In a letter to senators before the vote, President Frank Drozak of the AFL-CIO Maritime Trades Dept. noted that shipboard conditions on vessels of traditional maritime nations, including the

Continued on Page 2

AFL-CIO news

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SATURDAY
FEBRUARY 6, 1988

AFL-CIO LEGISLATIVE ALERT!

PAGE 8

Economic indicators raise recession fear

Continuing drop prompts AFL-CIO concern

By Gene Zack

The third straight monthly decline in the government's index of leading economic indicators—coming on the heels of slumping retail sales and swollen inventories of unsold goods in the final quarter of 1987—touched off new fears that the nation could be heading into still another Reagan Recession.

A Commerce Dept. report that its main gauge of economic health fell two-tenths of 1 percent in December—after a plunge of 1.2 percent in November and a drop of one-tenth of 1 percent in October—brought a warning from the AFL-CIO that "the nation's economic future is in serious jeopardy."

Federation Research Director Rudy Oswald pointed out that when the leading indicators slump for three consecutive months, it's "generally considered one of the signs that a recession will develop."

Oswald emphasized that the economic indicators are "not always 100 percent accurate in predicting a downturn." But he stressed that declines of this proportion have historically signaled bad times in the offing.

The Commerce Dept. agreed that when the leading indicators drop for three months in a row it's usually an omen that a recession lies just over the horizon. That's been true eight times since the end of World War II.

On four other occasions—the most recent being in June, July and August of 1984—declines of this magnitude triggered serious economic slowdowns but didn't lead to full-blown recessions.

Obviously concerned about the economic fallout, the nation's leading banks reacted quickly. They drove down the prime lending rate by one-quarter of 1 percent in the hopes of stimulating corporate and individual borrowers to increase spending and thus prevent any further economic erosion.

The prime rate represents the interest lending institutions charge their most favored corporate customers. The rates consumers pay to finance purchases of everything from new cars to home mortgages are linked to the prime, although they are considerably higher.

The drop to an 8.5-percent level marked the first cut in the prime interest rate since November, when the banking industry re-

Continued on Page 2

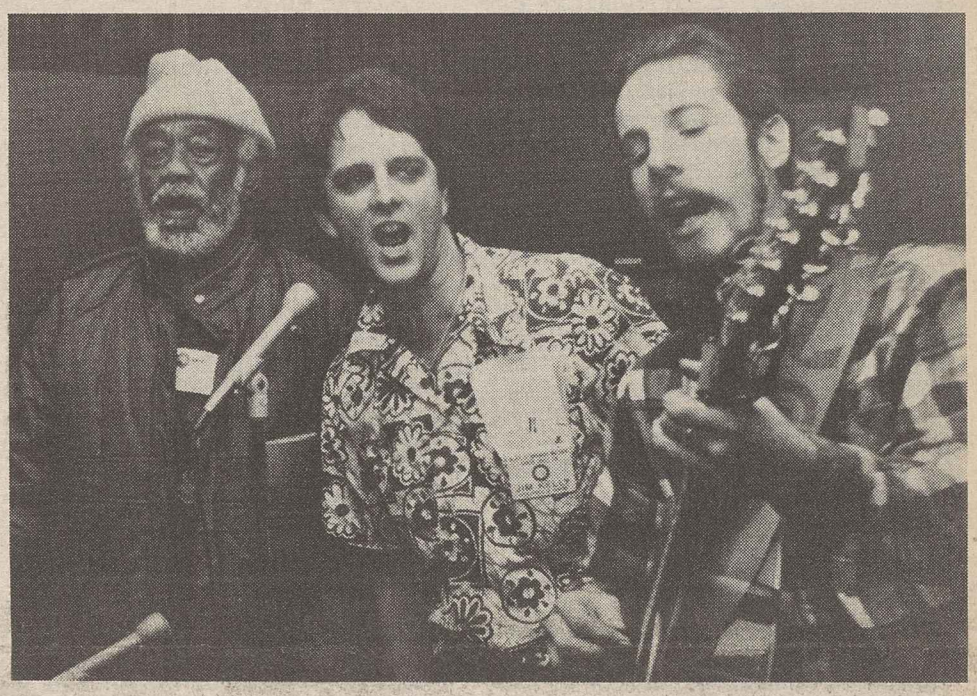
Wage gains mark pattern settlement with oil producers

Denver—Major wage gains at Amoco Oil Corp. highlighted a two-year contract that the Oil, Chemical & Atomic Workers hailed as a pattern-setting agreement for 40,000 oil industry workers in 300 locals across the nation.

Five other major oil producers—Atlantic Richfield Co., Ashland Oil Inc., Shell Oil Co., Union Oil Co., and Conoco Inc.—quickly followed suit, matching the pay and benefits package at facilities in California, Colorado, Kentucky, Montana and Texas.

The Amoco settlement came just prior to the Jan. 31 expiration date of the existing contract and union members continued on the job past the deadline to permit contract negotiations to go forward at in-

Continued on Page 5



Song exchange

Labor songsters "roll the union on" at the second annual Western Workers Heritage Festival held at DeAnza College in Santa Clara County, Calif. Participants told the story of workers and their unions in songs, drama, films and videos and graphic arts. The finale to the three-day festival was a benefit concert to aid 450 cannery workers—members of the Teamsters—who have been on strike for six months. From left, songwriter John Handcox and troupers Jim Kelly and Marc Levy.

Chrysler shutdown to strand 5,500

Kenosha, Wis.—Chrysler Corp. abruptly announced plans to shut down assembly facilities here, idling 5,500 members of the Auto Workers.

Chrysler said it will permanently close the stamping and assembly operations here this summer—when production of the 1988 model-year cars normally ends. About 1,000 workers will remain on the job, building engines for Chrysler's Jeep and Eagle divisions.

A statement by UAW leaders—President Owen Bieber, Vice President Marc Stepp, who heads the union's Chrysler Division, and Region 10 Director Robert Vicars—called the decision "a shock and a terrible tragedy for the Local 72 workers and their families" and the community, all of whom had anticipated continued production and employment.

After purchasing American Motors Corp. last year, Chrysler spent $250 million to retool the Kenosha facilities and

Continued on Page 5

Workers testify on denial of rights

Senate hearings put spotlight on union-busting scofflaws

By David L. Perlman

More than a half-century after the passage of the National Labor Relations Act, American workers are still being denied the right to union representation.

That's what the Senate Labor Subcommittee was told by workers testifying from bitter first-hand experience and by university professors noted for their research in labor-management relations.

Private-sector workers described the tactics their employers used to break up union organizing campaigns—often illegal but too often effective.

They told of organizing drives snuffed out by the firing of the most active union supporters, of the breed of management consultants that are the hired guns in union-busting campaigns, of plant-closing threats and intimidation of workers.

The subcommittee, chaired by Sen. Howard M. Metzenbaum (D-Ohio), also heard the sharply contrasting testimony of two public-sector union members. One spoke with pride of the good labor-management relations in a framework of collective bargaining law and good-faith compliance. The other testified to the roadblocks to a bargaining relationship thrown up by a newly-elected attorney general in a state without such a law.

Professionals speak out

The Senate panel heard, too, from professionals barred from union representation by interpretations of federal labor law. Faculty members at a small college where pay levels are shockingly low were told they were part of management; in a big city hospital, physicians working incredibly long hospital hours were classified as students.

Metzenbaum noted at the start of the hearings that prior to the enactment of the National Labor Relations Act, "the working people of this country had practically no rights. Men and women seeking to organize and bargain collectively faced almost insurmountable obstacles."

Another subcommittee member, Sen. Tom Harkin (D-Iowa), suggested that the original intent of the National Labor Relations Act has been bent "completely out of kilter."

Metzenbaum said the hearing, the first of two scheduled by the subcommittee, was intended to explore two related questions:

"How effective are the rules that are intended to protect employee free choice during organizing campaigns?

"How appropriate are the rules defining the scope of coverage under the NLRA in today's changing economy?"

Photos and highlights of the testimony presented by the three panels of witnesses are in accompanying stories on Page 3.

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2/6/88

Senate votes ratification of ILO treaties

Continued from Page 1

United States, far exceed ILO minimum standards. But he said an international crackdown is needed on "unscrupulous shipowners" who exploit seafarers from countries with subsistence economies and operate unsafe vessels.

Kirkland and other longtime advocates of ratification stressed that U.S. protests against violation of international labor rights by other countries have been undermined by the fact the United States has not itself ratified these conventions.

When the Solidarnosc free trade union movement first emerged as a force in Poland, one of its chief demands was that the Polish government abide by ILO Convention 87, guaranteeing freedom of association, which Poland had ratified.

Later, an ILO Commission on Inquiry found Poland in violation of this convention—a conclusion strongly endorsed by the U.S. delegation. But ironically, it remains among the ILO conventions the United States has not ratified.

As on other ILO human rights conventions, American delegations played important roles in shaping the wording and achieving a consensus within the organization.

Review procedure

The ratification resolution the Senate approved noted that government agencies dealing with ILO affairs and the two private-sector participants—the AFL-CIO, and the U.S. Council for International Business—are agreed that each ILO convention considered for ratification will be examined on a tripartite basis and scrutinized for any possible conflict with federal or state laws.

This satisfied senators who had previously voiced concern over a possible impact of ILO conventions on U.S. law or constitutional guarantees.

Stephen I. Schlossberg, director of the ILO's Washington office, hailed the Senate ratification votes as an opportunity for the United States "to expand its leadership in the fight for human rights and decent living and working conditions worldwide."

Sen. Daniel Moynihan, left, gets thanks of ILO's Stephen Schlossberg and Deputy Director Gen. David Taylor after Senate ratification votes.

Flight Engineers sound alert to risk of cutting crew size

San Francisco—The Flight Engineers union is mounting a campaign to preserve full, three-person crews on commercial airlines to ensure flight safety.

The program to counter industry efforts to cut the crew complement to two persons on certain aircraft was a central theme at the FEIA's recent convention here.

In his convention address, President Jerry L. Austin reviewed the union's "air safety through engineered flight" campaign which points out the growing problems and safety concerns of two-member crews employed on several large airliners.

"There are many incidents, almost on a daily basis all over the world, of safety being jeopardized in the interest of profits," Austin noted. He told delegates of a Florida company's scheme to convert existing three-person cockpits to two-member operations.

The FEIA—joined by the Air Line Pilots—has disputed crew workload tests and other claims made by aircraft manufacturers and the Federal Aviation Administration, which has certified two-member crews on some newer planes.

In "The Issue is Air Safety," a report on crew complement and other safety issues released by the FEIA, the union stressed that tests conducted to certify a two-member crew on a DC-9 Super 80 aircraft did not duplicate actual airline flying conditions.

"McDonnell Douglas, the manufacturer, also rejected a proposal for a full-mission simulation to test the Super 80 crew complement under specific conditions which would realistically duplicate airline flying," the report pointed out. It also cited the FAA's claim that it had no authority to require a "real world" test.

Austin, who has held the posts of executive vice president and secretary-treasurer, was elected to his first full term as president. He had been serving in the union's top post since last March, when Alan Widdicombe stepped down.

New secretary-treasurer

The 75 delegates elected Donald F. Thielke—the union's vice president for air safety and engineering—as secretary-treasurer.

The convention also established three worldwide regions—Asian-Pacific, Europe and the United States—to expand solidarity and improve communications among local union chapters. The regional network will enable flight engineers to better exchange information, techniques and safety concerns, Austin said.

Nick Caulton was elected president of the Asian-Pacific region and Bert Boekel was elected to head the European region. All officers will serve two-year terms.

Delegates discussed a contract provision negotiated with British Airways that calls for additional training for flight engineers, enabling them to gain pilot status.

The convention also reviewed worldwide deregulation and privatization efforts in the airline industry and focused on potential safety problems.

Also attending the convention were observers from the European Flight Engineers Association and six countries.

The Flight Engineers represents 4,500 members in 16 countries, with 1,300 members in the United States.

Jerry L. Austin

NLRB sets tough new rules for tugboat, barge organizing

The National Labor Relations Board devised a rigid new yardstick with which to measure the validity of requests by the National Maritime Union to conduct organizing campaigns aboard towboats and barges operating in inland waterways.

In separate cases, the board upheld NMU unfair labor practice charges against G. W. Gladders Towing Co. of Clayton, Mo., while rejecting union complaints against SCNO Barge Lines of St. Louis.

Chairman James M. Stephens and member Marshall B. Babson said that if the union can conduct unionizing efforts by mail or telephone, it isn't entitled to board vessels to talk with potential members.

But NLRB member Wilford W. Johansen sharply denounced the new guidelines, emphasizing that the only "truly effective" organizing technique is "face-to-face contact" between organizers and workers.

In dismissing the case against SCNO, the board noted that management countered the request for direct access to its 75 workers by providing the union with their names and home addresses. Stephens and Babson said this gave the NMU sufficient opportunity to mail campaign materials to crew members and to telephone or visit them at home.

Johansen supported the union's contention that this was insufficient. The workers' homes were dispersed over a 12-state area, many of them in isolated communities. The problem was further complicated by the fact that no home phone numbers were provided and in 44 percent of the cases, the list contained no street addresses.

NMU efforts to solicit authorization cards by mail were unsuccessful, and even in those cases where addresses were obtained, home visits were impossible to arrange because the union had no advance notice of when individual crewmen would be on leave, Johansen pointed out.

Union efforts cited

Since the union "explored, tried and failed" in its efforts to use alternative means, he continued in his dissent, the board should have invoked a long-standing principle enunciated by the NLRB and the courts that recognizes "face-to-face contact as an essential element of effective union organizing."

In the Gladders case, the board unanimously upheld the NMU because of management's refusal to supply any information on the 111 crewmen the union is seeking to organize. Under this circumstance, the NLRB said, management must now grant the union the opportunity for direct contact with crewmen either aboard the towboats or at dockside facilities.

While concurring with his colleagues, Johansen was critical of the standard they imposed on the NLRB general counsel to determine whether the union should be required to seek alternative methods to face-to-face organizing. Rejecting the significance Stephens and Babson attached to telephone calls and home visits, he emphasized that a union's chance of success through such an organizing effort is "patently minimal."

CORRECTION

Emge canned hams are not among the items included in the AFL-CIO's boycott of Patrick Cudahy meat products. The Food & Commercial Workers said Emge does not buy raw pork from Cudahy.

Cudahy was placed on the federation's boycott list last year after 850 members of UFCW Local P-40 struck the meatpacker to protest management demands for deep cuts in wages and benefits.

Outlook bleak as indicators decline again

Continued from Page 1

duced it from 9 percent in the aftermath to the Black Monday stock market crash the previous month.

In a related development, the government reported that sales of new single-family houses plummeted 6.2 percent in December to a seasonally adjusted annual rate of 603,000 units. For all of 1987, these sales totaled only 674,000—a dizzying plunge of 10.1 percent from a level of 750,000 the previous year.

According to James Christian, chief economist for the U.S. League of Savings Institutions, the sharp drop in new home sales is a "direct fallout from the stock market crash." Buyers are frightened over the market's performance, he said, and are pulling in their horns until they see what happens to the economy in the months ahead.

The report on the leading indicators showed that five of its nine components contributed to the December decline.

The biggest impact came from a steep falloff in the construction industry—regarded as the most important bellwether of the state of the economy. There was a 16.2-percent plunge in housing starts and an 8.8-percent decline in building permits during the month.

Other factors

The other negative factors were lower prices for sensitive business materials, rising claims for unemployment insurance benefits, lower prices on Wall Street and a contraction in the length of the factory workweek.

One of the positive elements was an increase in contracts for new plant and equipment. The Commerce Dept. also saw good news in the rise in manufacturers' new orders for consumer goods. But there was concern that the latter figure could be misleading in light of earlier government reports of a huge pileup in business inventories. Economists have already warned that payrolls and productions would have to be slashed until the backlog of unsold goods is reduced.

Analysts agreed that all signs point to a sharp deceleration in the economy. They're predicting an annual growth rate of only 1 percent during the first half of 1988—a steep drop from the modest 3.8-percent rate recorded in all of last year.

Kilroy sees need for good faith in rail negotiations

Richmond, Va.—Rail labor and management must operate in an atmosphere of "mutual trust" if coming contract negotiations are to produce a fair settlement, Richard I. Kilroy, chairman of the Railway Labor Executives' Association, told industry officials.

Speaking to a group of CSX Corp. executives, Kilroy called for an end to corporate campaigns intended to "demoralize, intimidate and force workers into accepting sweeping concessions" at the bargaining table.

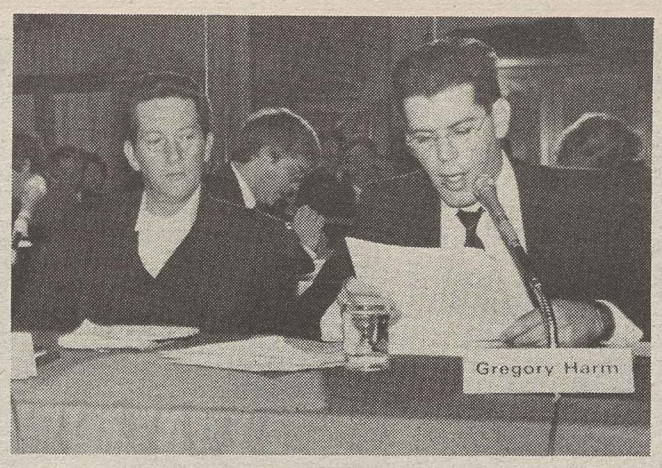
Kilroy, president of the Transportation • Communications Union, conceded that both sides will face "tough choices" in the new round of rail industry negotiations later this year.

"We recognize that if there's no rail industry, there's no need for rail workers," the TCU president said. "We can be flexible. But our flexibility and willingness to adapt must be matched by the other side of the table."

The calls of rail unionists for "dignity, decency and democracy on the job do not spring from a wish to overturn the applecart of business," Kilroy told corporate officials. "They come from the knowledge that we too deserve a share of that cart's fruit."

The TCU currently is polling its members on the priority they want union negotiators to give to such contract issues as job protection through industry-sponsored training and retraining programs, retention of jobs and contract rights in the sale of shortlines, wages, and other benefits.

Professionals need union rights also. Frederick Swan and William Ragen tell Senate panel of low pay and long hours.



Gregory Harm testifies to union-busting tactics in Nebraska; Norman Medows, left, had comparable experience in Florida.

AFSCME members Robert Encinas of New Mexico and Maxine Hicks of Ohio point up contrast in state bargaining laws.

Private sector:

Firings, threats mock worker rights

Gregory Harm, who works at the Kawasaki motorcycle plant in Lincoln, Neb., told the Senate Labor Subcommittee what he and many of his fellow workers have been up against in trying to gain union representation.

Their first try was in 1976, when the Allied Industrial Workers had a campaign going until management fired the union's most active in-plant supporter and "the cards stopped coming in."

Two years later, the Auto Workers launched an organizing drive. The Japanese-owned company responded by hiring a management consultant law firm that "has been involved in some of the most vicious and violent anti-union struggles" the nation has seen, Harm testified.

Employees heard—and not for the last time—the warning that Kawasaki would pack up its U.S. operations and move back to Japan if workers voted for union representation.

A National Labor Relations Board hearing on employer misconduct led to a consent agreement for a new election. But nine days before that 1979 rerun, the company fired a key union activist.

Other illegal actions that led to the NLRB's nullification of a 257-207 vote against the union included warnings by foremen and supervisors that the plant would close if the union "got in" and implied promises of raises if the union were rejected.

Professional scab

A professional strikebreaker, who was put on the payroll the week before the election and left immediately thereafter, spoke to a captive audience meeting about union "violence" he claimed to have witnessed at a UAW strike. That was the meeting that began with the plant manager shutting off all machinery and telling workers that they were hearing "the silence of the UAW on strike."

The worker illegally fired eventually got his job back—after a four-year battle in the NLRB hearings and through the courts. He's still waiting for his back pay settlement.

In the third rerun of the election, workers were again subjected to a familiar pattern of intimidation. A Kawasaki official sent from Japan to take charge of the plant held 11 captive-audience meetings within three days of the election.

The UAW's objections to the election were upheld in 1984 by an administrative law judge who wrote that the unmistakable message to the workers was that if the UAW won, "the plant would close and their jobs would no doubt be moved to Japan."

But that finding was overturned a year later by the Reagan-appointed NLRB, which held that Kawasaki's pre-election conduct amounted to lawful predictions, not illegal threats.

Norman Medows came from Jacksonville, Fla., to testify to his experience as a union supporter employed by Crane Resistoflex, a defense contractor that makes high pressure hydraulic fittings.

In the first two months of a Steelworkers' campaign, he said, more than 50 of the approximately 80 employees had signed union authorization cards and others promised to vote for union representation.

But supervisors confided to workers that the company had moved its operations from New Jersey "to get rid of the union" and were prepared to move work to a plant in North Carolina if the union were voted in.

The clincher, Medows said, was when the company president flew in for his first-ever meeting with the Jacksonville workers, held up the booklet describing the various company insurance programs and benefits and tore it up. If the company had to deal with a union, he said, "we'll all be starting over again."

According to the NLRB, Medows noted, "the speech was not illegal." But if it isn't, he told the subcommittee, then it should be.

Michael Kodluboy is a Steelworkers' organizer. It's a frustrating job when you're dealing with an employer like the Dotronix Co., which was able to throw up legal roadblocks to avoid dealing with a union at its Elk River, Minn., plant where workers were paid about $4 an hour to assemble VDT terminals.

Employer gets way

More than 60 percent of the workers signed union representation cards, Kodluboy testified. But at the NLRB hearing on the union's election petition, the company insisted and got the NLRB to agree that employees at unrelated Dotronix facilities 30 and 35 miles away should be part of the bargaining unit.

Union organizers found workers at these locations too terrified by an anti-union campaign the company had been conducting to risk being seen with a union representatives.

Prof. William T. Dickens, from the University of California at Berkeley, told the subcommittee bluntly that his research has convinced him that the National Labor Relations Act no longer protects the right of workers to organize.

Dickens cited "evidence that illegal practices are often part of a deliberate anti-union campaign" and suggested that this is a significant factor in the decline in the level of union organization in this country.

"Due to the insignificant penalties for violation of the law, we have seen a huge increase in the systematic use of illegal anti-union campaign tactics to deprive workers of their right to organize for collective bargaining," he testified.

Professionals:

Putting title ahead of name doesn't pay for groceries

At Livingstone College, a church-linked black college in Salisbury, N.C., faculty members have no tenure. Their average salary is far below the national average and about $8,000 a year less than at comparable institutions.

Frederick R. Swan, an associate professor of political science, is president of the campus local of the Teachers. When the college administration refused recognition in 1980, the unit petitioned for and obtained a union representation election.

But the ballots were never counted, Swan told the Senate Labor Subcommittee. Finally, last November, the National Labor Relations Board ruled that under the Supreme Court's "Yeshiva University" decision, the faculty was considered "management" because of their professional duties.

In practice, Swan noted, faculty members are so far from real managerial authority that the college administration was able unilaterally to discontinue its Blue Cross/Blue Shield medical coverage, substitute private coverage—and end the college's contribution to the cost.

No voice in decisions

There is no faculty Senate, and even department heads have no voice in salary decisions. "The conclusion that we are managers would be laughable, if it were not so serious to us," Swan testified.

As for the medical profession, William Ragen, an organizer for the unaffiliated Committee of Interns and Residents, noted that residents supply most of the physician services at America's hospitals, providing coverage around the clock and sometimes working 36 hours at a stretch.

Workweeks of 100 hours are not uncommon, he testified, and until recent years pay was notoriously low. Like other workers, these doctors sought union representation. But they have no rights under federal law, Ragen said, because the National Labor Relations Board considers the hospital doctors to be students.

Prof. Matthew W. Finken of Southern Methodist University School of Law, the expert witness on the professional employee panel, said court interpretations of federal labor law have denied needed protections "to a large and growing segment of the workforce."

Bargaining by university faculties was not new and had been proved practical before the Supreme Court concluded that it did not enjoy the protection of law, Finkin noted.

Yet the consequences of the court's ruling, he testified, "have been devastating to the rights of faculty members in private higher education, and are pregnant with larger consequences for the millions of employed professionals in the current and future workforce."

Finkin noted that professional issues successfully negotiated by symphony musicians would be hard to distinguish from areas of faculty self-government and concerns that the Supreme Court said put college professors outside the scope of collective bargaining.

Public employees:

State laws do make a difference

Maxine Hicks and Robert Encinas are both state employees and members of AFSCME. But there the similarity ends.

Hicks, an EEG specialist at the Cleveland Psychiatric Institute, can measure the improvement in both working conditions and worker-management relations since the passage of Ohio's collective bargaining law in 1984.

Now, she told the Senate Labor Subcommittee, "we have rights, and through our unions we can enforce our rights."

Union membership has shot up because unions can effectively represent their members in bargaining and in grievances, Hicks testified. Both sides "played by the rules."

The Ohio experience, she said, is that "workers, when given the opportunity of engaging in collective bargaining free from coercion, will select a collective bargaining representative of their choice."

The New Mexico experience, testified to by Robert Encinas, has been different. Encinas, who is a highway equipment operator and president of his AFSCME local, said the union formerly was able to effectively represent its members on matters affecting working conditions and negotiate collective bargaining agreements under a state policy that allowed bargaining on non-wage issues.

Because wages were excluded, New Mexico was near the bottom of state pay scales. But bargaining agreements dating back to 1974 had resulted in "a constructive working relationship with our employer."

That changed last year, Encinas testified, when a new state attorney general who was fiercely anti-union took office.

Anti-union agenda

The attorney general, Hal Stratton, sought to outlaw all union agreements with public employers despite court decisions to the contrary. He ruled voluntary dues deductions illegal, and refused to approve contracts negotiated by state departments.

While the union is fighting back, Encinas told the Senate panel that "the safety committee established in our contract is no longer permitted to operate. We must now pay for our own safety equipment."

A contract provision allowing workers to use their own sick leave to take care of seriously ill family members is no longer in effect, he testified. And "most importantly, we have been deprived of a grievance procedure."

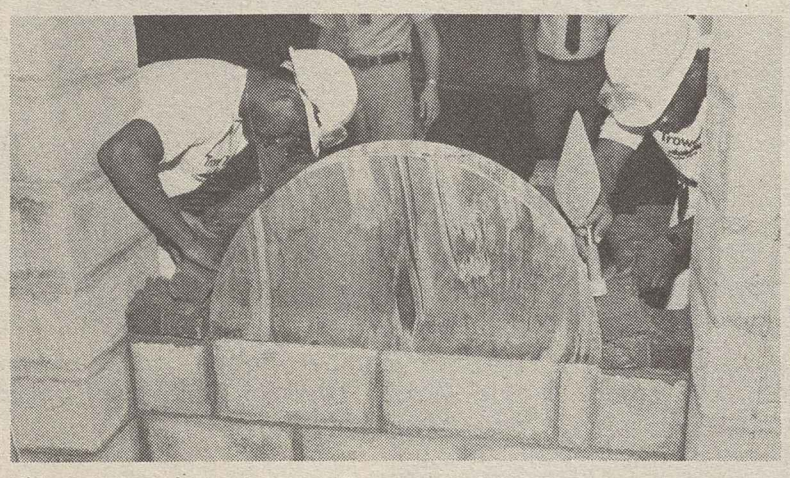
Columbia University Prof. John Delaney, the expert witness on the panel, noted that "the public sector has become much more heavily unionized than the private sector in a relatively short time period." About 45 percent of all public workers are covered by a union agreement, he testified.

The rapid gain in public-sector unionism since 1960 is the result of collective bargaining laws and policies that give workers an unpressured freedom of choice as to whether to be represented by unions, Delaney suggested.

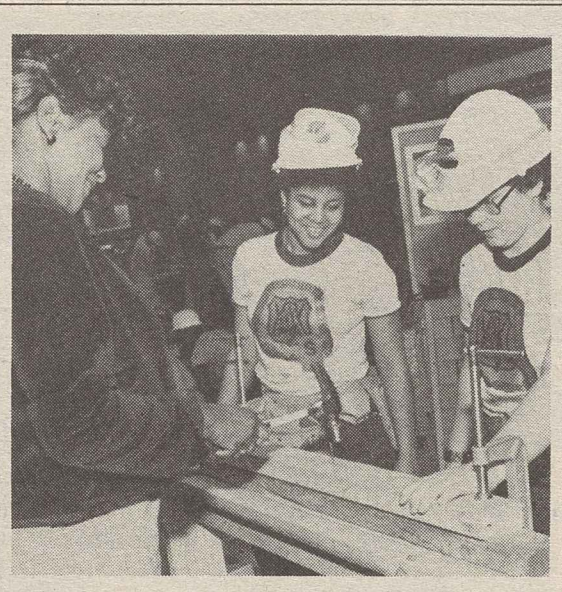
Public agencies are far less likely than private employers to break the law in order to defeat union organizing efforts.

But public-sector laws and policies on collective bargaining differ considerably, Delaney noted, and the uneven pattern of public union membership in different states reflects this.

"Many states currently deny public employees statutory bargaining rights, and such denials preclude bargaining as effectively as do illegal employer tactics in the private sector," he testified.

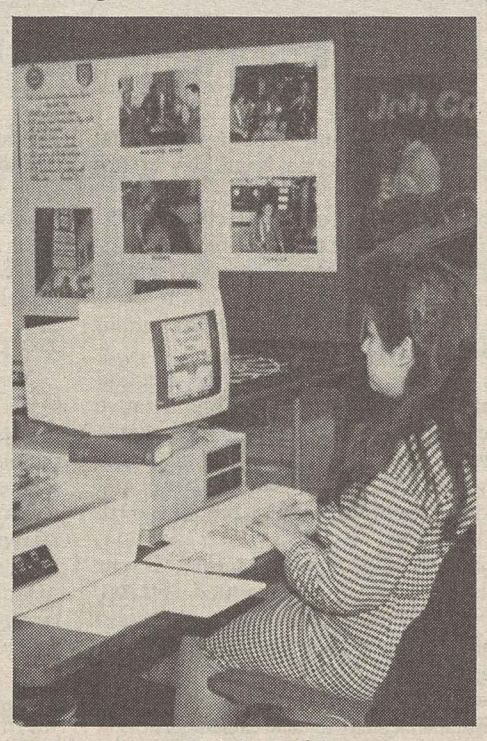


Thomas Mack and Darnell Morris of Harpers Ferry, W.Va., display masonry skills.



Carpenters' trainees Delia Jorge and Terry Parmegiani watch visitor drive a nail.

IUOE Job Corps Director Howard F. Brown explains training goals to Kirkland and McLaughlin. Students are Robert Trent and Ellis Sallis.



TCU trainee Sarah Atilano.

Job Corps proves a success story

Investment in disadvantaged youth returns dividends

By Arlee C. Green

A three-day fair featuring the cross-section of skills disadvantaged youth are being taught at 105 Job Corps centers was opened by Labor Sec. Ann McLaughlin and AFL-CIO President Lane Kirkland in their first joint appearance. The fair is part of the Labor Dept.'s 75th anniversary celebration.

Kirkland told an audience that included Jobs Corps students and instructors that "the AFL-CIO and its unions are firm in our support of the Job Corps and in our belief that not only the skills, but also the sense of dignity and hope that the Job Corps offers have proven a sound investment." A half-dozen affiliates provide classes for Job Corps students at numerous locations around the country.

Skill, confidence

He stressed that through the Job Corps, "skilled union members teach their trade to young men and women. Along with practical knowledge, they also hope to instill a confidence in these young workers that they can achieve a better life for themselves and their families."

McLaughlin pointed out that for a third of the Labor Dept.'s 75 years, the Job Corps has "served a very important segment of the population—youth in need of education, credentials and job skills." She praised the "partnership" among labor, management, government and the education community that has made the Job Corps a continuing success, and emphasized organized labor's "deep involvement" in the program.

Begun in 1964, the Job Corps has trained more than 1.2 million youths. Last year, 34,000 more Job Corps pupils graduated into the workforce, McLaughlin reported.

48-cent bonus

The Job Corps, especially under the Reagan Administration, often has been a target of government budget cutters. Union and congressional supporters emphasize that for every $1 being spent on the program, the national economy gets back $1.48 from income taxes paid by graduates, plus savings from reduced crime, and jobless and welfare benefits.

In 1986, 104,000 youth were enrolled in the program, 81 percent of whom were school dropouts, 70 percent minorities and 31 percent female. Of those completing the program, 80 percent were either placed in jobs or directed toward further education, according to the Job Corps.

The Job Corps Fair, filling a display area at the Labor Dept. headquarters, featured 17 working exhibits and included students in programs operated by the Auto Workers, Bricklayers, Carpenters, Operating Engineers, Plasterers & Cement Masons, and the Transportation Communications Union.

The Carpenters incorporated the skills being taught to the students into a display that included portions of a roof, stairs, door and frame, paneling, and a storage area. Visitors got to try their hand at driving nails while the Job Corps students —two men and two women—built a wall using metal studs. Their year-long program features form-building, framing, drywall application, finish carpentry and cabinetmaking.

The Bricklayers—involved in 44 Job Corps programs nationwide through the International Masonry Institute—displayed the bricklaying, tilesetting, stone masonry and plastering skills of their students.

The Auto Workers program at the Job Corps Center in Clearfield, Utah, provides advanced automotive training that covers every facet of vehicle production except upholstery. The 240 students now in that program are drawn from general automotive classes at other Job Corps centers.

Computer training

At TCU's display, the students showed their computer skills by printing out Valentine's Day cards for visitors. The union's eight programs include instruction in accounting, clerical, data entry, on-board steward service and commissary work, with the goal of placing students in jobs with the railroads.

Students in the Painters' program receive instruction in painting, wallcovering, drywall finishing, floor covering, glazing and signmaking. At the Fair, students made nameplates, double-glazed windows and hand-painted signs.

Trades taught by the Operating Engineers include heavy equipment operation and repair and surveying. Students demonstrated diesel engine and hydraulic system repairs and electronic surveying.

The Plasterers & Cement Masons participate in 35 programs, instructing about 1,500 youths. The union's Job Corps students exhibited their skills in casting ornamental cement figures, stamping concrete and producing styrofoam lettering and other designs.

In all cases, the unions serve as a major conduit in the placement of Job Corps graduates, finding them apprenticeship slots and work once they complete the program.

Three chosen for top safety award

Chicago—The National Safety Council presented three trade unionists with its highest honor, the Distinguished Service Award, for their contributions to occupational safety.

Rubber Workers President Milan O. Stone was named for his leadership in implementing model health and safety services, including a personal health surveillance program and an extensive labor-management job safety training program.

William C. Wilson, safety director for Food & Commercial Workers Local 400 in Landover, Md., was cited for initiating a model safety and health program in his local, setting up safety committees, training programs and educational conferences. He has also been active in lobbying for improved health and safety legislation and negotiating protections in local contracts.

Vito Russo, director of safety, health and education for the Laborers, was honored for developing training programs for various organizations in the areas of drug, alcohol and behavior management while working for the city of Providence, R.I. He serves as a consultant, instructor and lecturer for several educational institutions. He has been a member of Laborers Local 1033 for 20 years.

Pacific Rim imports to lose special status

Five years after the AFL-CIO first called for such action, President Reagan announced plans to terminate the duty-free treatment granted imports from four Pacific Rim nations.

The Administration said it would remove Taiwan, Hong Kong, South Korea and Singapore from the generalized system of preferences—an arrangement designed to help less-developed countries gain a foothold in U.S. markets. The decision was based on data showing that economic growth has been so rapid in these nations that they no longer need special treatment.

This marks the first time that the White House has exercised its discretion to end the preference for any country based on its economic progress. In the past, some countries have had their GSP rights lifted because of poor records on worker rights, and some specific products have been denied preference because of the damage they've wrought on a domestic industry.

But there will be no immediate domestic gains from the Administration action. Reagan gave the Pacific Rim nations another year of breathing room, extending the period for receiving GSP benefits until Jan. 1, 1989.

While expressing satisfaction that the Administration had finally moved to stem the tariff-free tide of goods from these four countries, federation economist Mark Anderson voiced "regret that the action was not taken years ago." He pointed out that since 1983, the AFL-CIO has emphasized that the nations involved had achieved "an impressive level of economic development and competitiveness."

Last year, the four countries accounted for nearly $10 billion in duty-free imports —over 60 percent of all GSP-eligible trade entering the United States.

"This nation could have been saved significant pain by taking this action earlier, before the trade situation became so extreme," Anderson said.

Continuing the special duty-free treatment for these countries "has served to enlarge the trade imbalance," he continued, "and has served as a lubricant and an encouragement for the movement of U.S. multinational companies to set up facilities in those nations as a substitute" for domestic production.

Diversionary tactic?

Anderson warned that the Administration may have acted now in an effort to blunt action on a comprehensive trade reform bill. Both the House and Senate passed separate versions of this legislation last year, and a conference committee is now at work ironing out differences between the two bills.

If Reagan acted in an effort to "divert attention" from this legislative effort to crack down on unfair trading practices, he said, the Administration is going to be "sadly disappointed."

The crisis which produced a $159-billion trade deficit in the first 11 months of 1987—eclipsing the all-time record shortfall of $156.2 billion reached during all of 1986—clearly requires action that "goes beyond" lifting the special treatment for the four Pacific Rim countries, Anderson emphasized.

Teachers' salaries up 6 percent over year

Teachers' salaries are running more than 6 percent higher than last year, with the starting range at $18,600 to $19,000 and the pay for all levels at $28,150 to $28,400.

AFT President Albert Shanker said the new figures, released in AFT's interim salary report for 1988, show that "efforts to professionalize teaching are starting to pay off. This is due, in large part, to greater professional opportunities in teaching and competitive salaries."

The data were based on union settlements covering 1,000 or more teachers implemented since last August.

AFT Research Director Jewell Gould said that the average salary for teachers at all levels rose by 6.1 percent to 6.4 percent for 1987-88. Beginning salaries grew by 6 percent to 6.5 percent, Gould reported.

Senate votes to repair damage to rights laws

Bill sent to House by veto-proof margin

A labor-supported bill that would repair civil rights laws damaged by a 1984 Supreme Court interpretation won 75-14 Senate approval, a margin big enough to override a threatened veto.

The next move is up to the House, where the legislation has been stymied by a dispute over amendments sought by anti-abortion groups.

That was an issue in Senate consideration of the bill also, and supporters of the measure were divided on the impact of an amendment described by its sponsor, Sen. John C. Danforth (R-Mo.), as "abortion neutral." But Senate passage of the amended bill was supported and welcomed by the civil rights coalition, which has made its enactment a priority legislative goal.

The bill's intent is to make clear that federal funds should not go to institutions that discriminate on the basis of race, sex, age or physical handicap.

A divided Supreme Court, in the Grove City College case, held that a ban on sex discrimination applied only to specific programs receiving federal funds and not to the institution as a whole—an interpretation that runs counter to the understanding of most members of Congress.

The Reagan Administration wants a very narrow legislative correction, applying only to the specific law the Supreme Court reviewed. But civil rights groups point out that the same principles apply in other anti-discrimination laws and stress that federal dollars should not be used to subsidize discriminatory practices anywhere.

Sen. Orrin G. Hatch (R-Utah) proposed the Administration plan as a substitute bill, but it was rejected on a 75-19 vote. Later Hatch told senators that he had been informed "in chatting with the White House" that the Senate bill was unacceptable to the President, despite adoption of the Danforth amendment, and would be vetoed.

Neutral amendment

Danforth's amendment specified that institutions receiving federal funds did not have to provide or pay for abortion coverage in student or employee health plans, but were not prohibited from doing so.

Another major labor-supported bill—to curb employer use of polygraphs—took a big step forward with 12-3 approval by the Senate Labor & Human Resources Committee.

It takes a slightly different tack than a bill the House passed last November by a 254-158 vote.

The House bill would ban polygraph use in private employment with various occupational exceptions, such as security guards and workers with access to drugs.

The Senate version, which has bipartisan sponsorship, would flatly prohibit pre-employment use of polygraphs or comparable 'lie detector" devices to screen job applicants. It would allow employer use of polygraphs only for reasonable cause involving a specific incident. Random testing and so-called fishing expeditions would be barred.

Employer groups and the Reagan Administration have opposed curbs on polygraph use in the workplace.

In another action, the Senate by a unanimous vote confirmed Court of Appeals Judge Anthony M. Kennedy to succeed Supreme Court Justice Lewis F. Powell Jr.—seven months after Powell's retirement.

President Reagan's first choice—Robert H. Bork—was rejected last October by a 58-42 vote. His next nominee was Douglas H. Ginsburg, who withdrew from consideration before a vote.

The AFL-CIO had misgivings about some of Kennedy's views but rated him "far superior" to Reagan's first choices and supported confirmation.

OCAW settlement with Amoco forms industry pattern

Continued from Page 1

stallations where agreements still are pending.

The breakthrough came at the company's Casper, Wyo., and Yorktown, Va., refineries. Management said it was prepared to offer the same economic package at six other refineries and one chemical plant.

The master agreement provides an immediate 30-cents-an-hour across-the-board wage increase plus a $900 lump-sum payment. Wages will rise an additional 3 percent in February 1989.

The OCAW also won an extra $10 per month company contribution toward health insurance premiums. This fringe benefit will increase to $12 a month in February 1989.

The union's National Oil Policy Committee accepted the master contract terms with the six oil companies, subject to ratification by the membership. But it rejected one from Texaco Inc., because management failed to agree to immediate payment of the health care benefits.

The union granted strike authorization to members at B.P. Sohio's facilities in Marcus Hook, Pa., and Toledo as management dragged its feet in contract talks. But negotiations on local issues continued at other OCAW-represented plant.

In another development on the collective bargaining front, the unaffiliated Mine Workers reached tentative agreement with companies represented by the Bituminous Coal Operators Association. Although terms of the settlement were not immediately available pending a ratification vote, UMW President Richard Trumka said the new contract contains "significant" gains in the job security area.

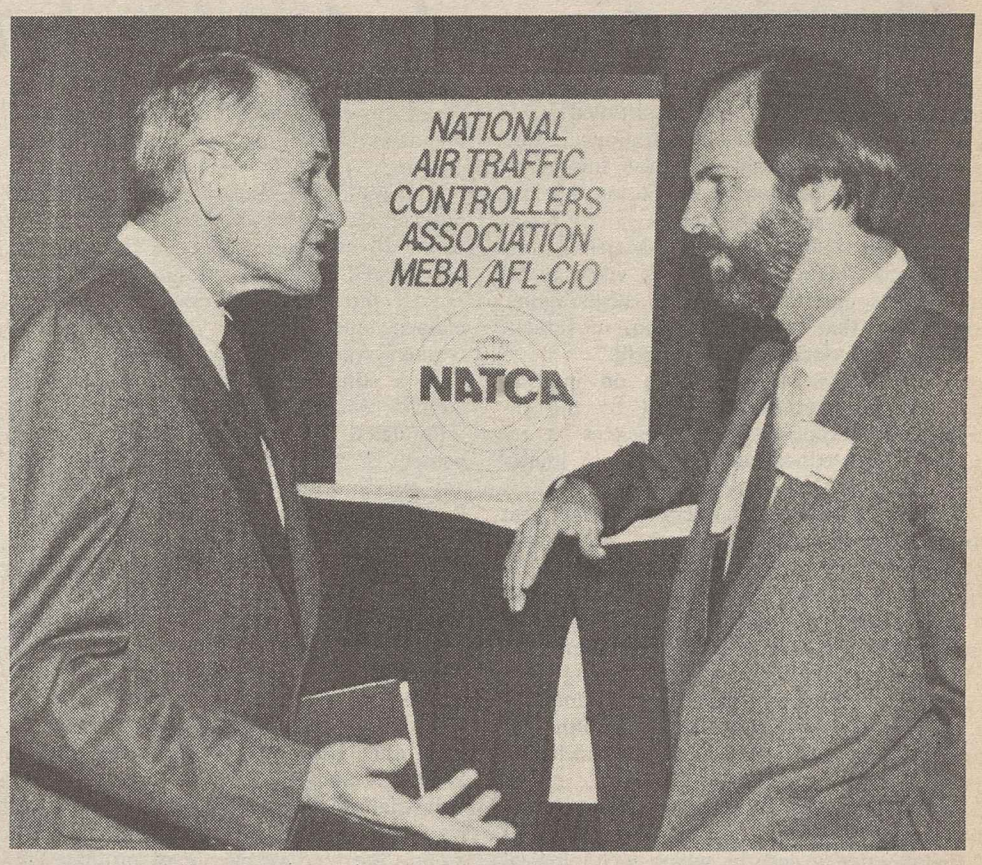
Chrysler's shutdown to wipe out 5,500 jobs

Continued from Page 1

said it intended to build cars here for at least five years. Instead, the auto maker now says it will move production to Detroit, maintaining that the Kenosha facilities are outdated.

The employment picture is equally grim at General Motors Corp.'s electromotive production plant in McCook, Ill., where more than 1,500 UAW members who build locomotives will lose their jobs by 1991 as the auto maker shifts production to a Canadian factory.

And nearly 2,900 workers in Willow Springs, Ill., will be unemployed next year when GM ends production at its auto body parts facility.



ALPA President Henry A. Duffy and NATCA National Coordinator John F. Thornton discuss mutual concerns about air traffic safety.

Air Controllers set course at union's takeoff convention

Atlanta—The National Air Traffic Controllers Association overhauled its constitution, discussed legislative and bargaining goals and set up an officer election process at its first convention.

More than 200 controllers from facilities nationwide attended the three-day convention, voting constitutional changes to reflect the direction they want the union to go.

Although many of the changes were to adjust dates and fine-tune wording used in the original constitution, others dealt with the structure of the new union. Conventions will be held biennially, while mail-ballot elections will be held every three years, with the first one this spring.

NATCA, an affiliate of the Marine Engineers' District 1, currently has nine regional representatives and a national coordinator on its executive board. Delegates rejected amendments to reduce the size of the board, so members will be voting this spring for a national president, an executive vice president, who will be responsible for the union's finances, and nine regional executive board members. Ballots will be mailed within two months and tallied perhaps in June, according to NATCA National Coordinator John F. Thornton.

The convention voted to limit national leaders to no more than three consecutive three-year terms in office. It also chose to fund the union's locals, which now total more than 280, by rebating 10 percent of the national dues.

Organizing was given a high priority, and the delegates adopted a resolution extending the union's charter membership period through June 1988—one year after NATCA won representation rights for the nation's 12,500 controllers. Charter members receive lapel pins and engraved metal membership cards.

Changes needed

Thornton, in addressing the delegates, related the accomplishments of the union over the past 18 months and outlined changes that need to be made to improve the air traffic control system. He called for the Federal Aviation Administration to restore reporting immunity to controllers. Prior to the 1981 strike by its predecessor—the Professional Air Traffic Controllers Organization—that led to President Reagan's firing of 11,400 PATCO members, controllers had immunity from punishment when reporting incidents.

"Today, almost all safety reports for the system are filed by pilots; there is a bare trickle coming from controllers," Thornton said.

That will be among the issues presented to the FAA when NATCA begins bargaining, following its election of officers.

Other key issues will be the severe understaffing of the system and the installation of new air traffic control equipment. In July 1981, there were 13,205 fully trained controllers. Air traffic has since increased 30 percent, but as of the end of 1987 there were only 8,988 fully trained controllers on the job. Compounding this is the recent report by the Government Accounting Office that more than 2,000 controllers are eligible to retire.

NATCA is also seeking controller representation on the National Transportation Safety Board investigation teams.

MEBA President C.E. DeFries spoke proudly of the union's association with the controllers—present and past. He said the international and District 1 "will always be there when you need us," but stressed that NATCA is autonomous as a union.

In an address to the delegates, Air Line Pilots President Henry A. Duffy said the controllers' vote to unionize last July "was a truly gratifying day for all 40,000 members of ALPA." He pledged the ALPA's support in NATCA organizing efforts and in setting up an air safety and engineering department. Duffy backed the call for reporting immunity for controllers and outlined the Pilots' legislative goals.

John Leyden, executive director of the federal-postal division of the AFL-CIO Public Employee Dept., gave many of the delegates a short history of unionization among controllers, Leyden is a former president of PATCO.

Seafarers urge tighter law to bar foreign sludge barges

A loophole in the Jones Act—the law that restricts coastwise shipping to American-owned and American-crewed vessels—has been exploited to permit foreign barges to carry sludge to offshore dumping sites, the Seafarers told Congress.

In testimony presented to a Senate Merchant Marine subcommittee, SIU President Frank Drozak supported legislation to overturn a U.S. Customs Service ruling that sewage sludge is not merchandise and therefore doesn't come under the Jones Act requirements.

The Customs Service decision allows foreign-built and crewed barges to leave one point in the United States and return to that same point after transporting and disposing of its cargo.

The ruling was handed down at the request of New York City, which eventually awarded contracts to a Singapore shipyard for construction of four barges to carry the city's sewage waste sludge to an offshore disposal site. The SIU expressed concern that other cities would follow suit.

Moreover, Drozak pointed out, the same loophole could lead to the use of foreign-built and foreign-crewed tugs to tow these barges to and from disposal areas.

The union noted that coastwise requirements have already been extended to the proposed operation of ocean incineration vessels. "Since sludge barges are engaged in a similar waste disposal service," the subcommittee was told, "coastwise requirements should apply" to them, as well.

"Allowing the foreign construction of vessels used in the transportation of sludge denies badly needed work" at American shipyards, Drozak told the subcommittee. Since 1981, the smaller yards that would build such barges have seen new construction orders plunge 85 percent, repair work decline 27 percent, and overall employment plummet 65 percent.

At hearings last year before a House Merchant Marine subcommittee, Customs Service officials pointed out that violations of the Jones Act normally entail forfeiture of the cargo or an amount equal to its value. But, the agency contended, since sludge has no value there would be no effective penalty.

Stiff fines urged

In urging action on legislation proposed by Sen. John Breaux (D-La.), Drozak recommended that Congress bar foreign-built vessels from the sludge disposal business and impose stiff fines on violators. This, the SIU president stressed, would "effectively preclude the future use of foreign-built vessels in this trade."

Requiring the building of these barges in American yards and crewing them with American seamen, Drozak said, would help reduce the nation's mounting trade deficit.

And, he added, using American-owned and manned vessels would insure "greater environmental protection and personnel safety standards."

Multinationals hit for fomenting global trade war

Woodbridge, N.J.—The unbridled power of multinational corporations came under critical assault here for fomenting cut-throat global wage competition that has led to chaos in world trade.

Former Labor Sec. Ray Marshall emphasized the need for labor's voice to be heard in international trade negotiations, declaring that "unless the labor movement speaks for workers, nobody will."

Speaking at a conference on international competition sponsored by the Institute of Applied Social Sciences—a research and education program run jointly by Hofstra University and Auto Workers District 65—Marshall decried the fact that the financial community and economists now dominate trade discussions.

"At best," he emphasized, bankers and economists don't consider workers' interests at all, and "at worst, they consider your interest to be negatives"—regarding high wages as "bad for the country" and approaching occupational safety, health and other job-related protections as "necessary evils" or "positive dangers."

Marshall, now a professor of economics and public affairs at the University of Texas, cited a case in which technological change has enabled a Dallas-based transnational to employ 200 Chinese computer operators in Beijing at wages of $50 a month.

The ability of such corporate giants to operate on a global basis "weakens our ability to maintain wages" in this country, he stressed. "The electronic media have broken the literacy barrier," Marshall explained, opening more American jobs to workers who don't speak English.

In a stinging attack on Administration policies, Marshall said the 1981 tax cuts "stimulated investment, all right," but 95 percent of increased U.S. demand for capital goods during the recovery from the Reagan Recession was met by imports.

Not accountable

President Jay Mazur of the Ladies' Garment Workers emphasized that multinationals are "beholden to no single nation and ultimately accountable to no single country."

Although economists talk about making the United States more "competitive" with West Germany, Japan and other evolving industrialized countries, Mazur stressed that it's runaway American companies that are fueling the feud in pursuit of profits.

"It's not a competition between U.S. workers and Japanese workers, or Korean workers, or other workers," the ILGWU president said. Instead, it's a case of multinationals exploiting "global sweatshops," and trying to force American workers to accept similar substandard wages.

UAW President Owen Bieber also lashed out at U.S.-based multinationals for looking to foreign sources for a major share of their production. Their conduct, he said, is worse than the practices of foreign automakers who have taken advantage of the "mindless policies" of the Reagan Administration in opening the floodgates to goods manufactured abroad.

Bieber cited estimates that multinationals account for nearly half of all U.S. imports, and criticized American-based firms for stepping up direct foreign investment by some 25 percent over the past five years while domestic industrial investment has been "relatively flat."

Juliet Schor, assistant professor of economics at Harvard University, underscored the same point. Commerce Dept. figures, she said, show that overseas affiliates of U.S. multinationals brought $70 billion worth of goods into the country in 1985, accounting for 60 percent of the total trade deficit.

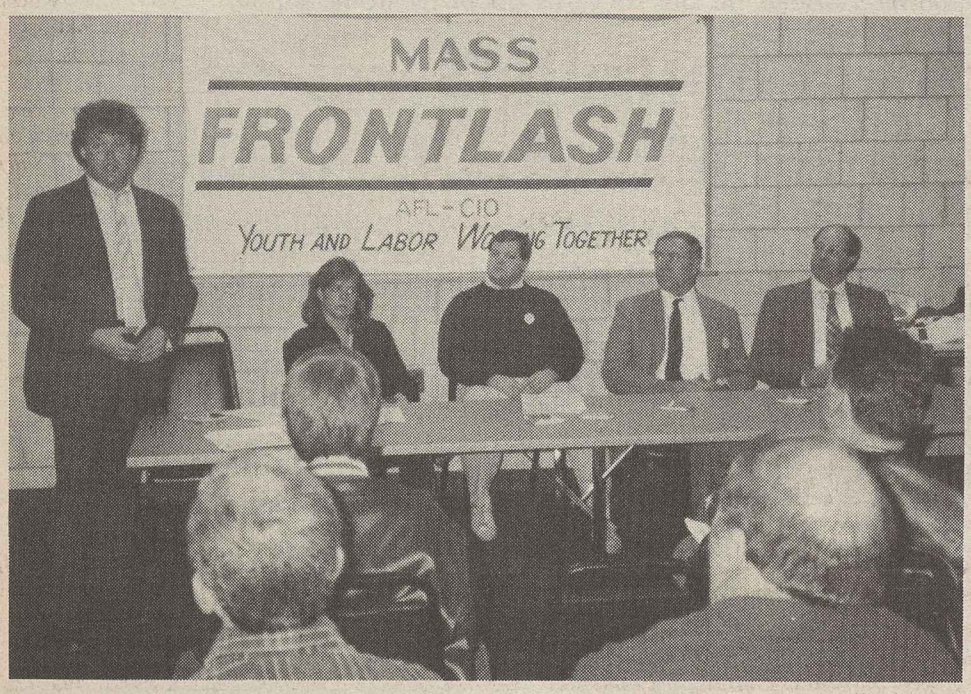
"Our trade deficit is not primarily with other countries," Schor said. "It is primarily with our own multinational corporations."

She also questioned whether America is in the best position to push for more enlightened policies abroad when it doesn't support "basic labor rights" at home—including equal pay for women, genuine health and safety protections, free higher education, full employment and an end to support for foreign dictatorships that repress unions.

Global standards needed

Prof. Robert Lekachman of City University of New York said the problem can be rectified through international labor standards, full employment in the United States and funding of necessary domestic social programs by levying higher taxes on the wealthiest 20 percent of the population.

Lekachman also urged bringing the Federal Reserve Board under control. The way it operates now, he said, the board is made up of "Wall Street types and conservative politicians" who have "managed to help Republicans get or keep the White House."



Boston Frontlash

Edward M. Kennedy Jr., son of the Massachusetts senator, addresses the first meeting of Frontlash's Young Worker Program in Boston, urging union members to become more involved in the political process. The session, which drew more than 150 persons, focused on how the program will bolster COPE activities this election year. Seated from left, Kara Kennedy, State Frontlash Director Jim Shaw, Massachusetts AFL-CIO President Arthur R. Osborn and Sec.-Treas. Robert Haynes.

Kirkland bids OSHA update rules on chemical hazards

The AFL-CIO called on the Labor Dept. to begin updating federal job health standards through a broad initiative that targets chemicals posing the greatest risks to workers, rather than through its planned "wholesale adoption" of exposure limits set by an industry-influenced committee.

AFL-CIO President Lane Kirkland, in a letter to Labor Sec. Ann McLaughlin, expressed the federation's long-held concern that many exposure standards adopted by the Occupational Safety & Health Administration in 1971 from industry standards are "grossly inadequate." Except for a limited number of substances, the standards have not been updated "to respond to substantial new scientific evidence demonstrating risks," He emphasized.

As a result, he pointed out, "workers are exposed to levels of toxic substances which are 'legally safe,' but make them sick, significantly increase their risk of developing long-term chronic diseases, or pose reproductive hazards."

Kirkland was critical of OSHA's resistance, under the Reagan Administration, to "all requests for new standards, moving only in response to union petitions, court orders and when directed by Congress."

Unfortunately, "this Administration has no clear program or policy to set new comprehensive standards for toxic substances" under provisions of the OSHA law, he said.

Now, he stressed, "for the first time in OSHA's history, there appears to be a consensus among labor, management and government that action must be taken to bring OSHA health standards up to date." Toward that end, he said, OSHA should update permissible exposure limits through rulemaking that "addresses large numbers or categories of chemical hazards."

The essential first step in this process, Kirkland said, is to develop a consensus on priorities and approach, either through a conference of representatives of labor, management, government and public health professionals, or through a "standards advisory committee with a 60-day charter, to address these issues."

Once there is agreement on priorities and the approach to generic rulemaking, a specific proposal can be developed to address the issues of permissible limits, monitoring, training and medical surveillance.

Ignoring mandate

Kirkland said the federation is "deeply troubled" by OSHA's proposed approach to generic rulemaking for a large number of existing standards—the adoption of "threshold limit values" recommended by the American Conference of Governmental Industrial Hygienists. In issuing such a proposal, OSHA "would be ignoring its responsibilities under the law and failing to provide workers a level of protection they are guaranteed."

He emphasized that the ACGIH is a private industry-influenced organization which provides scant documentation for its standards process and no public record of proceedings. The ACGIH makes no substantial determination of actual worker health risks in developing its recommendations, he added.

Further, the level of protection sought by ACGIH is less than that specified by law for OSHA standards, Kirkland pointed out. He compared OSHA's exposure limits for benzene and vinyl chloride of 1 part per million parts of air each and lead, 50 micrograms per cubic meter of air, to ACGIH's limits of 10 ppm, 5 ppm and 150 micrograms, respectively.

Court punts to labor board on football free agency issue

Minneapolis—U.S. District Court Judge David Doty punted to the National Labor Relations Board for a decision on whether an impasse exists between the National Football League Players Association and team owners in their dispute over free agency.

Acting just days before the individual contracts of 527 of the NFLPA's 1,600 members were due to expire, Doty said he didn't have enough information to decide the union's petition for an injunction to overturn league rules restricting players' rights to negotiate with any club.

Under these rules, a player's old team can compel an athlete to stay with his existing club by matching any offer the player receives from another team. Owners who choose not to exercise this right of first refusal can claim compensation from the other team in the form of future draft choices based on the player's salary.

Doty said he couldn't rule on the NFLPA charges that management had failed to bargain in good faith on the issue, and asked the NLRB to decide whether the talks had broken down. Pending labor board action, the court said, contract conditions should remain in force even though the previous collective bargaining agreement expired in August.

Doug Allen, NFLPA assistant executive director, expressed confidence that the board would agree that management's failure to negotiate in good faith was responsible for the impasse.

"We are very encouraged" by the court's action, Allen said, predicting that after Doty gets the additional evidence from the NLRB, the final ruling will go in the union's favor.

The NFLPA suit—which isn't expected to go to trial for another 18 months—asks the court to throw out the present free agency rule on the ground that it violates the Sherman Antitrust Act and to levy triple damages against the owners of the 28 NFL franchises.

The union also asked the court to invalidate the college draft and void all contracts signed after Sept. 16, 1987, the date the NFLPA players began a strike that lasted nearly four weeks.

Brendan Sexton dies, retired UAW educator

New York—Brendan Sexton, retired education director for the Auto Workers, died Jan. 17 of lung disease. He was 77.

Sexton joined the UAW in 1941 and served as president of Local 50 for two years. In 1949, he was named to head the union's education program and also served as organizing director.

Sexton was the first director of the Walter & May Reuther Family Education Center, a training facility in Black Lake, Mich. He retired in 1970.

Survivors include his wife, Dr. Patricia Cayo Sexton and two children.

Male-female earnings gap narrows

The gap between median weekly earnings for men and women narrowed slightly on a percentage basis last year, the Bureau of Labor Statistics reported.

Women working full time earned 70 percent of men's full-time wages, up from 69 percent in 1986, BLS said. Women's median weekly earnings rose $13 last year—from $290 to $303—while the median for men increased by $14 to $433, the bureau reported.

But women workers have gained little in terms of buying power, while men's real earnings were stagnant over the year-period, the AFL-CIO noted.

In 1987, women's real earnings—median weekly wages adjusted for a 4.4 percent jump in consumer prices—rose just 1.3 percent, while men's real wages did not increase at all, federation economist Anne Draper pointed out.

The perceived improvement, or reduction in the gap between men's and women's earning, "actually has to do with men not improving at all," she said.

Measured in 1977 dollars, median weekly earnings for women workers increased a scant $2 to $162 in 1987 over the previous year, while men's earnings remained a constant $231 over the year period.

In 1979—the first year the Labor Dept. began calculating wage differences between men and women—the earnings gap between full-time men and women workers was 62 percent.

For all full-time, year-round workers, median weekly earnings in 1987 were $373, up $15 from the year-ago period, BLS said, but overall buying power increased by just $1 to $199.

Black workers saw a $10 weekly increase in median earnings over the year to $301, but inflation caused real wages to drop by $1 to $160.

Median weekly wages for Hispanics rose by $7 to $284, but real earnings fell by $1 to $152.

In 1987, median weekly wages for black workers averaged 79 percent of the median for whites, while Hispanics closed their wage gap with white workers to 74 percent.

EDITORIALS

Theory and Practice

SINCE 1935, the public policy of the United States has been to encourage collective bargaining.

The intent of federal labor law is described in the preamble to the National Labor Relations Act as "protecting the exercise by workers of full freedom of association, self-organization, and designation of representatives of their own choosing for the purpose of negotiating the terms and conditions of their employment."

That language has been carried intact from the original Wagner Act through all the revisions of the NLRA.

Without collective bargaining, the law then and now reads, inequality between employers and workers "tends to aggravate recurrent business depressions by depressing wage rates and the purchasing power of wage earners in industry, and by preventing the stabilization of wage rates and working conditions within and between industries."

THE LANGUAGE may be a bit flowery but the message is as clear as can be.

It says unions are the means by which workers can have a voice in their wages and working conditions.

It tells workers that they have the right to form and join unions without intimidation or retaliation by management.

And for good measure, it makes the valid point that competition based on paying the lowest wages or providing the fewest benefits is bad for the country as well as for workers.

But to the workers whose testimony at Senate hearings is reported in this issue of the AFL-CIO News—and to their counterparts across the country—the promise of the National Labor Relations Act has not been fulfilled.

Sometimes preambles, no matter how eloquent, aren't enough.

When Plant Gates Close

TO ITS DISCREDIT, the Reagan Administration remains adamant in its opposition to plant-closing legislation that would require employers to give workers and communities reasonable advance notice of a shutdown or major layoff.

It would be "bad economic policy" and make American industry less competitive, White House officials would have us believe.

What nonsense.

The shutdown agreement just negotiated between the Auto Workers and Volkswagen of America is an example of why advance notice is so important.

The company served notice last November that it would close its New Stanton, Pa., plant next July and that the first layoff would be in April. While the need for the shutdown is a matter of dispute, the breathing spell enabled the UAW to negotiate such issues as separation pay, early retirement eligibility and continuation of health benefits.

It also led to formation of a joint union-management committee to work with state and federal agencies on programs to help displaced workers look for jobs and get training in new skills.

MOST IMPORTANTLY, because of the advance notice, these programs will be in place when they are needed—not months after the shutdown.

It is because the Volkswagen agreement is the exception rather than the rule that plant-closing legislation is so necessary.

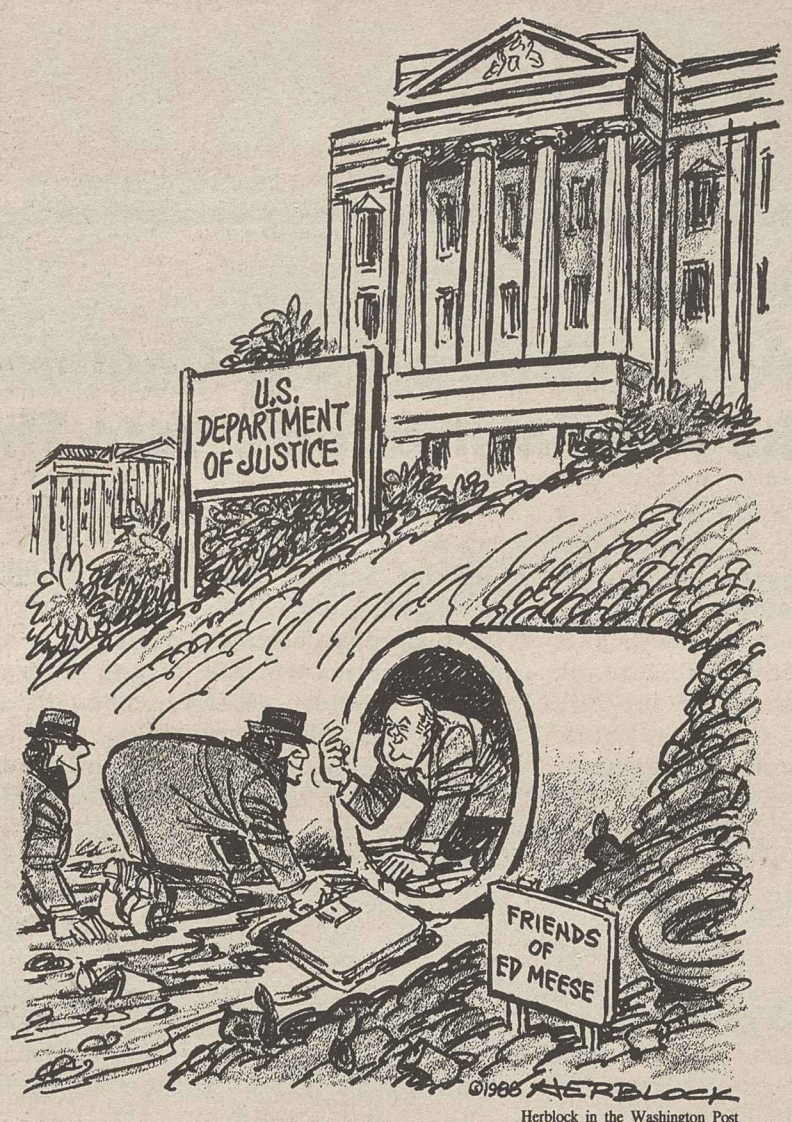
A government study of plant closings and major layoffs found that nearly two-thirds of larger establishments gave workers two weeks or less notice that their jobs were being abolished. Among blue-collar workers in firms with 100 or more workers, the average notice was a mere seven days.

That's the reality that most workers are up against.

The White House threatens that any bill with a plant-closing provision that reaches the President's desk will be vetoed. "I can assure you that there are no disagreements within the Administration on the plant-closing issue," the President's trade representative wrote a Republican congressman.

If that's actually the case, it's a mighty convincing reason for replacing this Administration.

PIPELINE



Herblock in the Washington Post

As they say . . .

In 1919, the International Labor Organization was created to bring governments, employers and trade unions together to improve working conditions, generate employment and promote human rights in the world at large.

The rationale for this undertaking was not just highminded internationalism, but also hardheaded national self-interest.

As the ILO Constitution notes, "the failure of any nation to adopt humane conditions of labor is an obstacle in the way of other nations which desire to improve the conditions in their own countries."

The essential characteristic of the ILO is the fact that it is composed not only of government representatives, but also representatives of employers' and workers' organizations.

Article 3 of the ILO Constitution provides that all of the meetings of the General Conference—held once a year—shall be composed of four representatives of each country, of whom two shall be government delegates and the other two shall be delegates representing respectively the employers and the working people of each member nation.

Tripartism is the very essence of the ILO.

—From remarks by Senate Foreign Relations Committee Chairman Claiborne Pell (D-R.I.) during Senate debate on ratification of ILO Conventions 144 and 147, Feb. 1, 1988.

Washington Window

Hunger, homelessness reaching epidemic level

By Press Associates

"President Extols State of Nation—Administration 'Restored the American Dream,' Reagan Says." That was the headline in the Washington Post the morning after the President's State of the Union address.

Around the nation, however, the mayors were making their midwinter report on "the continuing growth of hunger, homelessness, and poverty in America's cities."

Boston's Mayor Raymond L. Flynn declared, "The growing epidemic of hunger and homelessness in the United States is the result of the failure of federal government policies."

Flynn, speaking as chairman of the task force on hunger and the homelessness for the U.S. Conference of Mayors, cited "drastic cutbacks" in federal social programs.

In reviewing a task force 26-city survey, Flynn pointed out that more than 32 million people live below the poverty line, an increase of more than 3 million since 1980. Two-thirds of those seeking emergency food are children and their parents. One-third of the homeless are children and their parents. In most of the cities surveyed, families made up the group for whom emergency shelter and other services were lacking.

The increase in homeless families with children was 144 percent in Charleston, S.C., 75 percent in Providence, R.I., 66 percent in Philadelphia, 40 percent in Los Angeles, 30 percent in Norfolk, and 20 percent in Cleveland. Only Louisville, Ky., reported no change. The number of homeless single women increased in 21 of the 26 cities surveyed.

Homelessness does not necessarily mean joblessness. The 26 cities surveyed reported 22 percent of their homeless people hold either full- or part-time jobs. These are the working poor, who need aid to supplement low wages and may be ineligible for benefits.

The outlook for the coming year is grim. The mayors' survey reported that 24 of the 26 cities expect the demand for emergency shelter to increase in 1988.

The time has come "to adopt national policies that reflect our national will to eliminate homelessness, poverty, and hunger," he stressed. Perhaps the tide is beginning to turn, however slowly.

Last summer, Congress passed and Reagan signed a $1-billion homeless aid bill, though Administration officials opposed it as too costly and unnecessary. In December, the Congress passed a much needed housing authorization bill—again over Administration opposition.

Boston's Mayor Flynn also called for national health insurance, a higher minimum wage, job training programs, food stamps for all who qualify, expanded child nutrition, and community-based support for the mentally ill.

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AFL-CIO LEGISLATIVE ALERT!

Back To The U.S. Trade Future

Labor Urges Action On The Trade Conference, In Spite Of The Administration's Veto Threat

Although the House and the Senate both passed omnibus trade legislation last year, complexity, controversy and the threat of a presidential veto still stand in the way of enactment. House-Senate conferees are under intense pressure to gut vital, labor-backed sections of the bill, and the White House has begun a public relations campaign to minimize the gigantic U.S. trade deficit. Last month, President Reagan even went so far as to call the country's projected $170 billion trade deficit an "indication" of America's economic "strength."

In an effort to counter these pressures, AFL-CIO President Lane Kirkland and other labor leaders traveled to Capitol Hill during the first two weeks of this congressional session. Both co-chairmen of the trade conference, Sen. Lloyd Bensten (D-TX) and Rep. Dan Rostenkowski (D-IL), were told that trade reform remains at the forefront of labor's legislative concerns and reminded that millions of American workers have already been hurt by the escalating trade crisis.

Congress was also reminded that the administration's reliance on the myth of free trade, and even its belated devaluation of the dollar, has had little effect on correcting America's trade imbalance. The recent, staggering growth in the U.S. trade deficit comes as a result of this policy failure.

The November trade figure, released last month, brings the total deficit for the first 11 months of 1987 to more than the entire 1986 total of $156 billion.

Another way to look at these figures is that the 11 month deficit means that there are some 3.9 million fewer jobs for American workers, as each $1 billion of excess imports over exports represents about 25,000 jobs. -- Hardly the sign of economic "strength" that President Reagan would have us believe.

President Reagan's veto threats encompass any one of a dozen provisions already in one or both versions of the bill. The sections which the administration objects to most strongly tend to be the ones which are needed to make the bill effective. And, of course, vital labor-backed provisions are at the top of the list.

First, the administration seeks to remove the plant closing provision included in the Senate bill, which would require employers with 100 or more employees to give 60 days advance notice of a shutdown or major layoff. In recent letters to Rep. Steve Bartlett (R-TX), one of the conferees on the plant closing provision, U.S. Trade Representative Clayton Yeutter and Assistant Treasury Secretary John K. Meagher said that the administration plans to present a "united front" in opposition to the plant closing provision, and hopes it will be dropped before it reaches the president's desk for signature.

The administration also objects to provisions in the House and Senate bills which call for retaliation against unfair trading practices. The so-called Gephardt and Super 301 amendments, although different, should both result in a reduction in the trade deficit.

The AFL-CIO maintains that, despite Ronald Reagan's objections, American trade law must be brought into line with the changing world economy.

Current laws were designed in an era when total trade was less than four percent of the gross national product, when little more than raw materials were imported from developing countries, and when tariffs were the main form of government action affecting the flow of goods in international commerce.

Today, the picture has changed radically. After 20 years of meteoric growth, imports of manufactured goods account for more than one-fourth of overall U.S. industrial consumption. America is faced with a vast array of unfair trading practices, such as dumping, industrial targeting and subsidies. Most of our trading partners are employing trade barriers to protect their own domestic markets, and American workers now find themselves in direct competition with low-wage workers in newly-industrialized countries, many of whom are exploited by gross human and labor rights violations.

The conferees who have jurisdiction over the contested portions of the legislation are:

Plant Closings: Senators Kennedy (D-MA), Pell(D-RI), Metzenbaum (D-OH), Mikulski (D-MD), Adams (D-WA), Hatch (R-UT), Stafford (R-VT) and Quayle (R-IN); Reps. Hawkins (D-CA), Ford (D-MI), Gaydos (D-PA), Clay (D-MO), Martinez (D-CA), Murphy (D-PA), Owens (D-NY), Jeffords (R-VT), Roukema (R-NJ), Gunderson (R-WI) and Bartlett (R-TX).

Trade Deficit Reduction: Senators Bensten (D-TX), Matsunaga (D-HI), Moynihan (D-NY), Baucus (D-MT), Boren (D-OK), Packwood (R-OR), Chafee (R-RI), Roth (R-DE) and Danforth (R-MO); Reps. Rostenkowski (D-IL), Gibbons (D-FL), Jenkins (D-GA), Downey (D-NY), Pease (D-OH), Russo (D-IL), Gephardt (D-MO), Guarini (D-NJ), Matsui (D-CA), Duncan (R-TN), Archer (R-TX), Vander Jagt (R-MI), Crane (R-IL) and Frenzel (R-MN).

What You Can Do: Ask conferees to push for a quick resolution between the two bills. Tell them that to be effective, the final version should include tough procedures to eliminate unfair trading practices and reduce massive trade deficits. Also urge them to support a strong advance notice provision for plant closings.

*Labor's concern over the U.S. trade crisis was shared with both trade conference co-chairs during recent Hill meetings. **Above,** from left to right, are: UAW Legislative Director Dick Warden, AFL-CIO Economic Research Director Rudy Oswald, Chairman Dan Rostenkowski (D-IL) of the House Ways & Means Committee, AFL-CIO President Lane Kirkland, UAW President Owen Bieber, and AFL-CIO Legislative Director Bob McGlotten. **Below:** Senate Finance Committee Chairman Lloyd Bensten (D-TX) speaks with President Kirkland, President Bieber, Federation Economist Mark Anderson, and Bob McGlotten.*

The Alert resumes its regular publication schedule, now that the 100th Congress begins its second session.

High Risk, Polygraph Bills Nearing Senate Floor

S. 79 and S. 1904, the High Risk Notification and Polygraph bills, are likely to be the first pieces of labor-supported legislation to be considered by the full Senate in this session of Congress. Now is the time to swing into action for a last surge of support before the Senate votes on these bills.

If passed, S.79 would represent a huge step forward in government efforts to protect the health and safety of American workers. By establishing the procedures for notification, information and medical monitoring to be provided to workers who have been exposed to toxic substances, S.79 would make the early detection and treatment of disease possible. Like H.R. 162, which passed the House on Oct. 15, 1987, this bill has the endorsement of public health, public interest and environmental groups, as well as 27 major corporations and trade associations.

Like its House counterpart, H.R. 1212, which was passed on Nov. 4, 1987, S. 1904 would outlaw the use of polygraphs in private-sector workplaces. Although polygraph tests are notorious for their inaccuracy, many private employers are using these tests to interrogate job applicants and invade the private lives of their employees. In 1986, the House passed a similar bill, but the Senate failed to take action. This year it's the Senate's turn to stop this abuse of workers' rights.

What You Can Do: Contact both of your senators. Urge that they support S. 79 and S.1904, when these worker bills reach the Senate floor.

Labor law delays play into hands of union-busters

By David L. Perlman

Procedural delays that frustrate the intent of the National Labor Relations Act and defiance of the law by employers unconcerned about token penalties are twin tools for union-busting, worker witnesses told the Senate Labor Subcommittee.

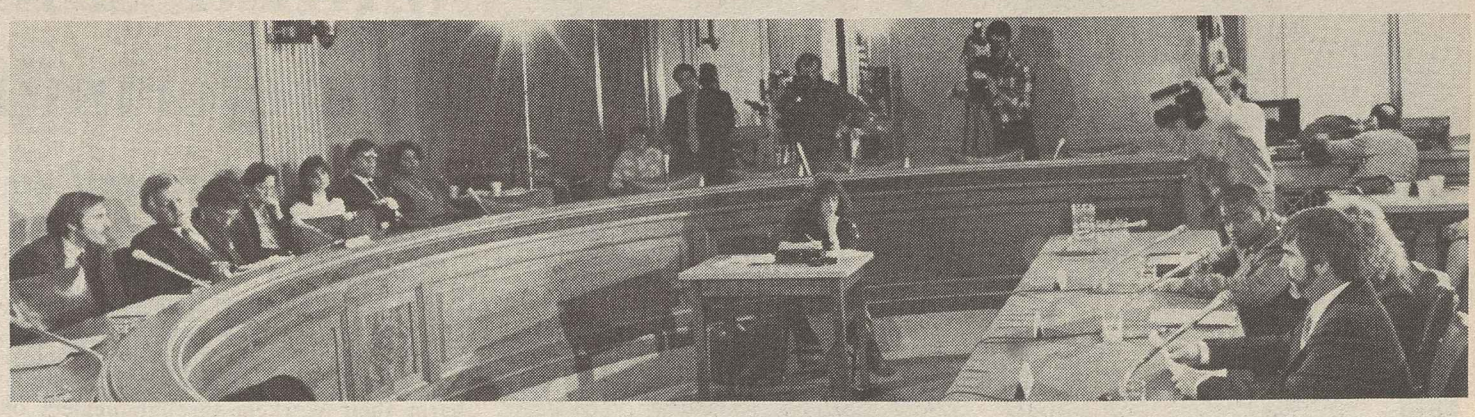
Their testimony was based on first-hand experience in organizing drives.

One witness told how the elation of a union election victory nearly two years ago has turned to ashes because the certification is still being held up in a procedural jungle.

Another testified about a union majority broken by the firing of 13 union supporters, illegal interrogations and threats. After seven years of unfair labor practice proceedings, the workers still don't have union representation.

The Senate subcommittee had examined union-busting tactics and the special problems of public-sector and professional employees the previous week at the first of two scheduled hearings.

For the concluding session, on procedural obstacles and flaws in the law, Subcommittee Chairman Howard M. Metzenbaum (D-Ohio) passed the gavel to Sen. Edward M. Kennedy (D-Mass.), who chairs the full Labor & Human Resources Committee.



Workers testify on denial of the right to organize. Sen. Edward M. Kennedy presides.

Both sessions have included testimony by university professors whose independent research makes it clear that the case histories presented at the hearings are not isolated happenings.

These are some of the experiences described by worker witnesses:

When Rick Reeves was a cook at All-American Gourmet, a frozen food firm in Atlanta in early 1986, he helped build a 201-131 victory for the Service Employees in a union representation election.

The employer's objection to the election, alleging such offenses as union campaigning too close to the polling site, has held up certification. After the case bounced back and forth within the National Labor Relations Board, a hearing has been set for May 12—two years after the SEIU's election victory.

But by now, Reeves noted, only six of the original 25 workers who decided they needed to form a union to overcome low pay and substandard conditions are still

Continued on Page 5

AFL-CIO news

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Court cracks down on anti-labor scams

Labor Dept. ordered to enforce reporting rule on consultants

A federal court ordered the Labor Dept. to start enforcing a law that requires disclosure of arrangements made by employers with their hired-gun, anti-union consultants.

The ruling—a landmark decision if it becomes final—came in a suit brought by the Auto Workers and two union-allied organizations, the Center to Protect Workers' Rights and the Workers' Defense League, against the Secretary of Labor.

The Labor Dept.'s position has been that reports are required only if the outside consultant makes direct contact with the workers to try to persuade them not to support a union. It did not enforce the reporting requirement in cases where consultants drew up a union-busting strategy for management but confined direct contacts to supervisors not in the bargaining unit.

Major victory

UAW President Owen Bieber and Robert A. Georgine, who is chairman of the Center to Protect Workers' Rights as well as president of the Building & Construction Trades Dept., hailed the ruling by District Judge Harold H. Greene as a major victory for the trade union movement.

Their joint statement noted that anti-union strategies that have been hidden from public view must now be reported.

As required by the court decision, disclosure reports would have to include the precise terms of employer-consultant agreements, consultant fees and expenditures made to try to persuade employees to reject a union or to gather information about union activities.

It also would require reporting of the portion of supervisor compensation that reflects time spent on "persuader" activity.

The original lawsuit challenged the Labor Dept.'s failure to require reports on the consultant activities of the Tate, Brucker & Sykes law firm in defeating union organizing campaigns at Kawasaki Motors Corp.

At the recent Senate hearings on the right to organize, a Kawasaki worker testified to threats, firings and repeated unfair labor practices by the company at its Lincoln, Neb., motorcycle plant.

At issue in the suit was the Labor Dept.'s narrow interpretation of the 1959 Landrum-Griffin Act.

A congressional report, based on 1984 hearings, found that the Labor Dept. was applying a double standard on enforcement of the reporting requirements. It strictly enforced the reporting and disclosure obligations of unions, the House Subcommittee on Labor-Management Relations noted. But the subcommittee found the law wasn't being enforced against employers and consultants.

The issue before Judge Greene—in a case sent back to him by the U.S. Court of Appeals for the District of Columbia Circuit—was whether the Labor Dept. interpretation of the reporting requirements

Continued on Page 6

Jobless tally tops 7 million as economy stays sluggish

The nation's unemployment rolls climbed back above 7 million in January as job growth slowed, the Bureau of Labor Statistics reported. The jobless count had dipped into the upper 6-million level in December, the lowest month on record in the Reagan years.

The civilian unemployment rate—on a seasonally adjusted basis—remained steady at 5.8 percent, BLS said. Its household survey showed that the number of new jobs created last month—385,000—fell short of the demand for employment by an additional 453,000 people in the labor force, while the bureau's payroll survey showed a weak gain of 105,000 jobs in January.

Before seasonal adjustments, the number of jobless workers rose 1.1 million over the month to 7.6 million. But even after adjustments, the tally was still 7.1 million.

Compounding the sluggish employment picture was the Labor Dept.'s report that only one jobless worker in every three was drawing unemployment benefits last month, the AFL-CIO said.

The situation for long-term jobless was grimmer yet.

As of mid-January, 100 long-term un-

Continued on Page 2

U.S. seamen barred after reflagging

American seamen have been locked out from manning 11 reflagged Kuwaiti tankers, despite a new law that requires all vessels flying American colors to operate with U.S. crews.

The requirement, contained in labor-supported legislation that President Reagan signed in January, was to have gone into effect Feb. 11. But on Feb. 10, the Transportation Dept. agreed to a request from Defense Sec. Frank C. Carlucci for a one-year waiver of the provision.

U.S. maritime unions vigorously protested the waiver, which claimed an undocumented "national defense" reason for not substituting American crews as required by the law. Kuwaiti vessels draw their seamen primarily from countries where wages are low and living conditions poor.

Closing loophole

The reflagged vessels are under American captains and carry U.S. radio operators, as required by the Merchant Marine Act. But a loophole that the new legislation sought to close exempted ships from the requirement of carrying an all-American crew on voyages between foreign ports with no stops in the United States.

That provision, dating to an era before air travel allowed quick crew replacement, was intended to enable a vessel to obtain replacement seamen if caught shorthanded far from a U.S. port.

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MEMO FROM COPE

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'88 focus on private-sector contracts

By Gene Zack

Collective bargaining during 1988 will be heavy in private industry but relatively light among state and local government employees, as contracts for 40 percent of workers under major agreements either expire or are due to be reopened, according to a Labor Dept. study.

Some 3.4 million workers covered by major agreements will be involved in contract talks this year, the Bureau of Labor Statistics said—2.4 million in private industry and the remaining 1 million in public service employment.

Last year, some 2 million workers covered by major private industry collective bargaining settlements achieved wage adjustments averaging 2.2 percent in the first contract year and 2.1 percent annually over the life of the contract. That was up from 1.2 and 1.8 percent in 1986.

Undocumented gains

About half of the 1987 agreements—primarily in automobile manufacturing, retail, food and transportation—also provided lump-sum payments or profit-sharing disbursements that BLS doesn't include in compiling its data on bargaining gains.

This was the third consecutive four-quarter period in which the wage adjustment was higher than the previous four quarters. It reversed three previous years of steady decline.

Not all cost-of-living provisions were triggered by 1987's 4.5-percent rise in consumer prices. But nearly 1.3 million workers received COLA-triggered raises averaging 2.6 percent.

Last year's public service contracts produced average wage increases of 5.1 percent annually, down slightly from the 5.9-percent level achieved in 1986. Contracts for local government employees generally provided bigger pay gains in 1987—5.8 percent, compared to the 4-percent average for state workers.

The first six weeks of 1988 have already produced two major collective bargaining settlements.

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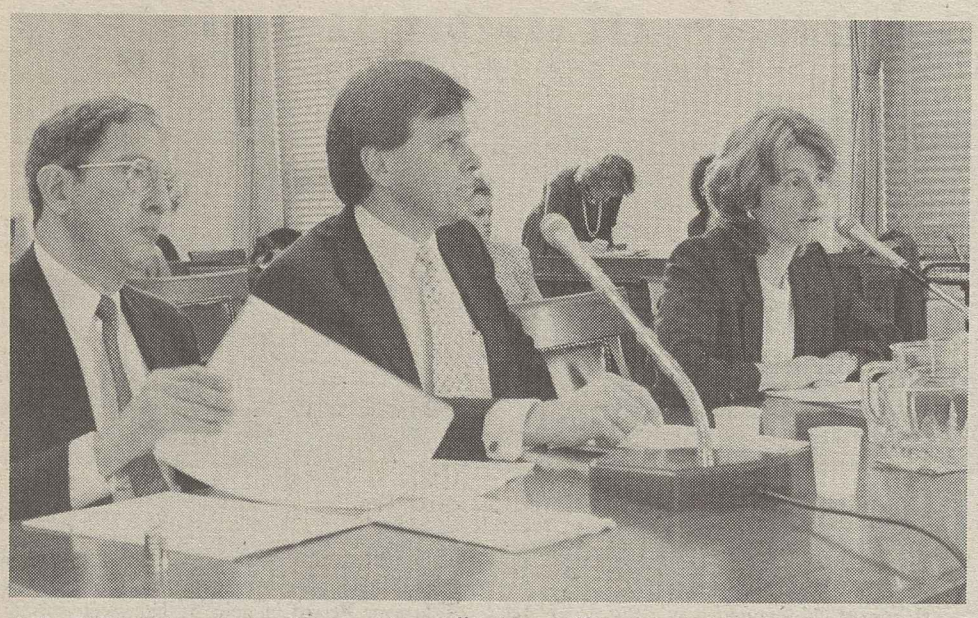


AFL-CIO's Margaret Seminario calls for stiffer criminal sanctions against firms that willfully injure workers. At left are BCTD attorney Elihu Leifer and Assistant Safety Director Les Murphy.

Employer 'offer' to OSHA brings belated investigation

The Occupational Safety & Health Administration waited until six weeks after an official of a construction firm facing large fines for job safety violations offered to swap favorable congressional testimony for less serious penalties before asking the Inspector General's office to investigate.

The decision to request an investigation was made on Feb. 2, but only after OSHA had received a second letter from the company. Ironically that same day, the existence of the first letter was reported in the Hartford, Conn., Courant and OSHA Administrator John A. Pendergrass faced stiff congressional questioning about why OSHA had not acted on what one congressman said sounded like a bribe.

OSHA Regional Administrator John B. Miles, who testified before the House Employment & Housing subcommittee, said he had known about the letter since late December.

Miles said he did not pass the letter onto Pendergrass because he did not view the offer as a bribe, but simply as a "pre-settlement" proposal.

'Settlement proposal'

Fred W. Graham, manager of safety and security for Rust Engineering Co., wrote last Dec. 21 to OSHA Area Director John J. Stanton Jr., based in Hartford, making what he called a "pre-citation settlement proposal." Graham suggested that no willful citations be issued against the company for safety violations at a trash-to-energy plant being built by the firm in Bridgeport, Conn., and that the "total dollar amount of the citation fines assessed . . . be reasonable."

Graham said Rust Engineering "would pay the fines and welcome a follow-up OSHA inspection" if it was needed. He added that "if we can reach agreement on these proposed pre-citation settlement items, I will personally provide pro-OSHA testimony at the upcoming oversight hearings in Washington."

Stanton advised Miles of the letter in a Dec. 22 memorandum and pointed out that the agency was considering issuing four willful violations against the company and that "a five-figure penalty would seem reasonable for this site."

No thanks

Concerning the offer of favorable testimony, Stanton wrote "I would not put this in writing let alone suggest it!! Shades of something . . . In conclusion, I'd say thanks but no thanks and do business as usual."

Miles, however, did not pass along the existence of the offer to Pendergrass, as the OSHA head learned of the letter on Feb. 1 from an industry official.

"I was infuriated anyone would have the gall to write such a letter," Pendergrass told the subcommittee. "How stupid can that person be? Nobody could take that letter seriously."

Rep. Christopher Shays (R-Conn.) suggested that regional officials should have told Pendergrass immediately of the letter and pursued the matter.

"The fact is the agency is not doing a great job and this may be an indication of it," Shay said.

The second letter from Graham, written Jan. 29 and received by Stanton on Feb. 2, said, "I have personally testified as part of the National Constructors Association testimony given on Jan. 26" before the House Health & Safety subcommittee.

The letter added, "Both NCA and Rust Engineering Co. will continue to support Mr. Pendergrass and the OSHA administration to prevent the formulation of a 'new' Construction Industry Safety & Health Act as proposed by the AFL-CIO Building & Construction Trades Dept."

Willful safety violators evade criminal penalties

Congress urged to clarify legal issue

By Arlee C. Green

State and local prosecutors joined the AFL-CIO in calling on Congress to clarify provisions in the Occupational Safety & Health Act that are hampering criminal prosecutions of employers who willfully harm their workers through neglect of OSHA regulations.

Testifying before a House Government Operations subcommittee, Federation Safety Director Margaret Seminario urged congressional review of the 1970 law leading to improved job safety and health provisions, especially those covering criminal prosecutions.

Seminario noted the federation's legal intervention in the appeals of two criminal cases where lawyers for convicted employers have challenged the right of state and local prosecutors to enforce criminal statutes in the workplace, citing pre-emption by the federal safety law.

The pre-emption tactic drew the ire of Rep. Tom Lantos (D-Calif.), chairman of the Employment & Housing Subcommittee, who declared, "Some companies are literally getting away with murder." Lantos pointed to an Illinois case, saying: "It boggles the mind that in a case where a worker dies from cyanide poisoning, OSHA simply issues a citation and a $200 fine."

OSHA Administrator John A. Pendergrass came under fire from subcommittee members for his agency's refusal to take a position on the pre-emption flap. He outlined the lengthy process that OSHA, the Labor Dept. and the Justice Dept. use to determine whether to criminally prosecute employers on job safety violations.

Supreme Court review

Jerry G. Thorn, a deputy solicitor of the Labor Dept. who testified with Pendergrass, said there "are strong arguments that can be made on both sides" of the pre-emption issue and that it seems likely the matter will be decided by the Supreme Court. Of 41 cases referred to the Justice Dept. by OSHA since 1971, just 12 have been referred since 1982. Of that dozen, seven were rejected and only one successfully prosecuted.

Seminario cited a number of reasons for OSHA's "poor track record" on criminal prosecutions. Stressing that "not one employer has gone to jail for violations of the law," she blamed the agency's "policy of minimal enforcement," slow Justice Dept. action on cases referred by OSHA and the limited and outdated criminal provisions of the law.

The pre-emption issue has become the centerpiece in the appeal of murder convictions against three officials of Film Recovery Inc., located in a Chicago suburb, according to Richard M. Daley, the Cook County State's Attorney who prosecuted the case. Daley scored OSHA's actions in the case, charging that the death of a Film Recovery Inc. employee could have been avoided if OSHA had "looked beyond the front office" when it first visited the plant in 1982.

After the worker's death in February 1983, OSHA inspected the plant, found 17 violations and assessed a penalty of $4,000 which the company was able to bargain down to $2,000. "Unbelievably, it has gone unpaid," Daley said.

He stressed that OSHA fines levied against corporations "have not been enough to deter serious neglect and abuse." Even when the heaviest fines are administered, Daley said, "corporations have the privilege of passing on the cost to stockholders or consumers." In recommending stronger criminal sanctions, Daley noted, "imprisonment is one penalty that cannot be passed on to others."

Criminal conviction

New York Atty. Gen. Robert Abrams, along with Brooklyn District Atty. Elizabeth Holtzman, won criminal convictions for assault and reckless endangerment against officials of Pymm Thermometer Co., where workers were exposed to toxic mercury vapors. Abrams testified that there seems to be resistance to the idea that an "executive who personally handles no weapon more deadly than a ballpoint pen can commit crimes as violent as assault, manslaughter, and even murder."

He stressed that "injured workers in these cases are fully aware that they have been the victims of violent crimes. People sometimes recover from the most terrible beatings. People never recover from mercury poisoning." In the Pymm case, the judge set aside the jury's conviction on the grounds that prosecution was pre-empted by federal safety law, Abrams said.

In stressing the problems at OSHA and noting New York is a more dangerous place to work now that it was seven years ago, Abrams said, "If OSHA took its enforcement role seriously, inspecting workplaces instead of only checking records," and if the Office of Management & Budget did not block each newly proposed safety standard . . . then "criminal prosecutions would not often be necessary, because the workplace would be safer."

Investigations team

Jan Chatten-Brown of the Los Angeles District Attorney's office urged amending the law "to make it clear nothing in the Act pre-empts local prosecutors" from filing charges related to workplace safety, and suggested expanding the criminal liability to include "any person who exercises responsibility, management or control over an employee or a place of employment." Chatten-Brown also urged creation of a specialized investigations unit in OSHA and the Justice Dept. that could respond 24 hours a day in cases of fatalities.

Holtzman said the Pymm case underscored OSHA's shortcomings. She said the agency has "all but eliminated follow-up inspections," does not have the power to shut down an unsafe workplace on the spot, and cannot force an immediate cleanup or hazard correction. She explained how the city's Health Dept. was thwarted in its attempt to get Pymm management to clean up the workplace as "federal OSHA and the Justice Dept. took legal action to protect a federal right to do nothing—not to force the factory to clean up its operations."

Les Murphy, assistant safety director for the AFL-CIO Building & Construction Trades Dept., spelled out the situation facing construction workers. In 1969, they constituted 4 percent of the workforce and 15 percent of the fatalities. Today, construction workers are 5 percent of the workforce and account for 26 percent of the fatalities. He called for strengthened criminal sanctions for job safety and health violations, combined with aggressive, timely enforcement.

Jobless rolls rise back above 7 million

Continued from Page 1

employed workers in Alaska began receiving extended benefits, the only workers among the 894,000 nationwide who have been unemployed longer than 26 weeks to receive those benefits.

In addition to the 7.1 million unemployed, the AFL-CIO noted, there were nearly 1 million discouraged workers who have left the job market, frustrated because they cannot find work, and 5.4 million working part time but seeking full-time work, bringing the "real rate" of joblessness and underemployment to 10.9 percent, or 13.4 million Americans.

The National Committee for Full Employment noted that the employment picture has remained stagnant since September 1987, with joblessness hovering around 6 percent. "Millions of Americans have still not recovered from the severe 1981-82 recession," the committee stressed, and many analysts are predicting yet another economic downturn.

BLS Commissioner Janet Norwood told the congressional Joint Economic Committee that January's job gains "were more limited than in recent months," with heavy manufacturing, mining, oil and gas extraction and construction declines. Durable-goods manufacturing accounted for nearly all of the 25,000 new factory jobs.

The official unemployment rate for manufacturing workers hit 7.1 percent last month, up from 6.4 percent in December, the NCFE noted, while joblessness in construction jumped to 12.2 percent and unemployment in the mining industry reached 7.7 percent.

Factory job shortfall

While manufacturing industries gained 440,000 new jobs in 1987, the sector still showed a 1.7-million job shortfall over the 1979 peak employment period, the committee found. Of the 3 million new jobs created last year, 80 percent—or 2.4 million—were in the service sector.

Michigan reported a 1.5-percent surge in joblessness to 10.2 percent last month, while the unemployment rate hit 8 percent in Texas. Joblessness edged upward in Ohio to 6.5 percent and declined slightly in Illinois from 7.4 to 6.7 percent.

In other job squeezes:

- Lockheed Corp. took the first step in a plan to furlough more than 9,000 production workers by the end of the year by laying off 100 workers at Los Angeles-area facilities. About 8,000 Machinists in Marietta, Ga. and 1,000 IAM members in Burbank, Calif., will be furloughed as Lockheed completes an Air Force contract to build military air transports.
- Auto Workers at a General Motors Corp. plant in Van Nuys, Calif., approved a job-sharing plan under which the 3,800 employees will work two-week shifts and will then have two weeks off without pay. Members of UAW Local 645 voted 1,915 to 1,668 to accept the plan, with GM threatening to idle 1,900 workers if the program was rejected. The split shifts will remain in effect until May 2.

In a separate report, the Labor Dept. said productivity grew nine-tenths of 1 percent last year.

Output advanced 3.4 percent while hours worked increased 2.4 percent over the 1986 level.

But real hourly compensation fell seven-tenths of 1 percent last year, following a 2-percent rise in real wages in 1986.

For the fourth quarter of 1987, the Labor Dept. said, non-farm business productivity—measured at an annualized rate—slipped two-tenths of 1 percent after a third-quarter rise of 4.7 percent. But output and payroll hours both posted gains of 4.8 and 5.6 percent.

CORRECTION

The Idaho AFL-CIO will hold this year's convention June 13-15 in Pocatello, not Boise, as had been listed in the 1988 schedule of conventions that ran in the Jan. 16 issue of the AFL-CIO News.

Agencies 'puzzled' by flow of South African imports

Imports of at least $630,000 worth of South African textiles and apparel entered the United States in the first half of 1987 "possibly in violation" of congressionally imposed anti-apartheid sanctions, the U.S. Customs Service conceded.

At the same time, the USCS vigorously denied any illegality in a flood of iron and steel imports from South Africa, totalling $128.2 million, that the Commerce Dept. reported had come into the country since the sanctions began.

The Customs Service, a branch of the Treasury Dept., said that in addition to the challenged $630,000 worth of textiles, it had uncovered other attempts to circumvent the ban on South African textile imports and in a number instances "ordered redelivery of the goods" to its port of entry operations "for re-export or destruction." It provided no figures on the value of these illegal shipments.

A USCS official said the circumstances surrounding the way in which the $630,000 in apparently illegal textile imports slipped into the country is "now under investigation."

The agency also questioned Commerce Dept. reports showing $2.28 million in textile-related imports during the six-month period, insisting that Commerce's figures are $1 million higher than USCS data.

Figures conflict

"We cannot account for the difference," said USCS Public Affairs Director Dennis Murphy.

But USCS insisted that the $59.4 million in iron and steel imports that entered the country between January and June was not covered by the ban that Congress set in place over President Reagan's veto.

Murphy said out that these imports consisted of items manufactured of iron and steel, contending that regulations published on page 41907 of the Nov. 19, 1986, Federal Register made clear that the sanctions applied only to "iron or steel produced or iron ore extracted in South Africa."

However, guidelines that appeared on page 41911 of the Register on that same date spelled out in detail which items were excludable under the ban. The government specifically listed pig iron, bars and rods, iron or steel sheet plate, and pipes, tubes and fittings among the items to be denied entry. The Commerce Dept. report clearly indicated that it was precisely these imports—totalling $59.4 million—that entered the country in the six-month period.

Business as usual

The question of illegal imports from South Africa first surfaced in September, when Rep. Charles A. Hayes (D-Ill.) charged the Reagan Administration with adopting a "business as usual" attitude toward the white supremacist regime in Pretoria by permitting trade to continue in violation of the sanctions.

After intensive examination of Census Bureau data and discussions with key Customs Service officials last October, the AFL-CIO News reported that there appeared to be serious holes in the system designed to prevent illegal entries of South African goods embargoed under the Comprehensive Anti-Apartheid Act of 1986.

At that time, USCS promised a full investigation of the questionable 1987 imports, as well as another $68.8 million in South African iron and steel that entered the country between October and December 1986. While the ban on textile imports took effect Dec. 31, 1986, the barrier against iron and steel from South Africa was supposed to be put in place Aug. 15, the date the sanctions became law.

The Treasury Dept. subsequently permitted a waiver for iron and steel imports during the final three months of 1986 provided they were covered by contracts entered into prior to enactment of the law.

Eleven days after the story appeared, the USCS circulated an internal memo discussing the article. In that document, it pointed out the long-term basis under which the iron and steel industry operates, adding that "we are certain that any sanction-subject iron and steel imported prior to Dec. 31, 1986, was imported pursuant to pre-August 15 contracts."

Reporters from other newspapers were routinely provided copies of the memorandum critical of the AFL-CIO News article. But it wasn't until Dec. 1 that the document was made available to this newspaper, which questioned the flat assumption of pre-existing contracts in the absence of any case-by-case examination of the data.

By Jan. 26, 1988, when the Customs Service provided the AFL-CIO News with what purported to be a fuller account of the matter, the language concerning iron and steel imports during the last quarter of 1986 had undergone a subtle transformation.

'Legal' imports

Gone was the presumption that USCS was "certain" that the imports were legal because of the long-term contract "nature of the iron and steel industry." In its place, Murphy wrote that the agency had "checked" the Commerce Dept. data "against information in the ports where each particular shipment arrived," adding:

"Our check showed us that any iron and steel products included in the sanctions that were imported before Dec. 31, 1986, were contracted for before Aug. 15, 1986," and therefore were not subject to sanctions.

As to the textile and apparel imports, Murphy insisted that about $300,000 worth of these goods were "products not subject to the sanctions." And, he wrote, an additional $360,000 worth of these goods was "erroneously reported" in the Census Bureau data. He said this was the result of either attributing these imports to "the wrong country of origin," or listing them under the "wrong tariff classification."

Murphy said USCS field offices "were directed to submit corrected statistical data to the Census Bureau," but his deputy declined repeated requests for substantiating documents.

Broad categories

The USCS also faulted the basic Census Bureau report containing the import figures because it lumped commodities into overly broad categories in reporting on the full range of imports from a given country. Murphy said more reliable data could be found in another compilation prepared by Census which, he claimed, "is very useful in determining what products are being imported from any particular country."

A study of 80 pertinent pages in the latter report—which broke down imports into a myriad of classifications—showed that in the majority of cases no dollar values were assigned to the South African imports.

Even without assigning a value to these imports, the data also made clear that in the first six months of 1987, such banned articles as footwear, headwear, wearing apparel and other textiles entered the country on a regular basis even though they were covered by the congressionally imposed ban.

Statistics on imports since June 1987 are now being scrutinized to determine whether there continues to be a pervasive pattern of evading the sanctions Congress imposed as part of a continuing effort to persuade South Africa's white-minority government to end its repression of that nation's black majority.

McEntee terms Senate bill setback to welfare reform

Welfare reform would be advanced by a House-passed bill but set back by a labor-opposed measure now before the Senate Finance Committee, AFSCME President Gerald W. McEntee said.

McEntee, who testified at Senate hearings on behalf of the AFL-CIO as well as his own union, criticized the approach of a bill sponsored by Sen. Daniel P. Moynihan (D-N.Y.).

Dismantling federal standards and safeguards isn't the way to give recipients of public assistance "a real chance to escape poverty," he insisted.

McEntee charged that turning over federal funds to states under a block grant approach, allowing transfers from one program to another, would "set off struggles in the state legislatures that could pit the old against the young, the homeless against the disabled, and state interests in minimizing costs against everyone."

Workfare wages

He said AFSCME is especially concerned at proposed expansion of so-called workfare programs that would furnish workers from welfare rolls to public and nonprofit employers at substandard welfare "wages" and without employment-related benefits.

"We support federally subsidized work opportunities for the unemployed and disadvantaged as long as the subsidized workers have employee status and are treated equally," McEntee stressed.

He termed the workfare concept "bad public policy because it overshadows the need to provide training and education services required by many unskilled welfare recipients."

Even though workfare isn't supposed to displace regular workers, it does so, McEntee testified.

"Workfare has a job displacement effect similar to that of the youth subminimum wage or out-sourcing, in which higher-paid jobs are replaced with cheaper labor," he said.

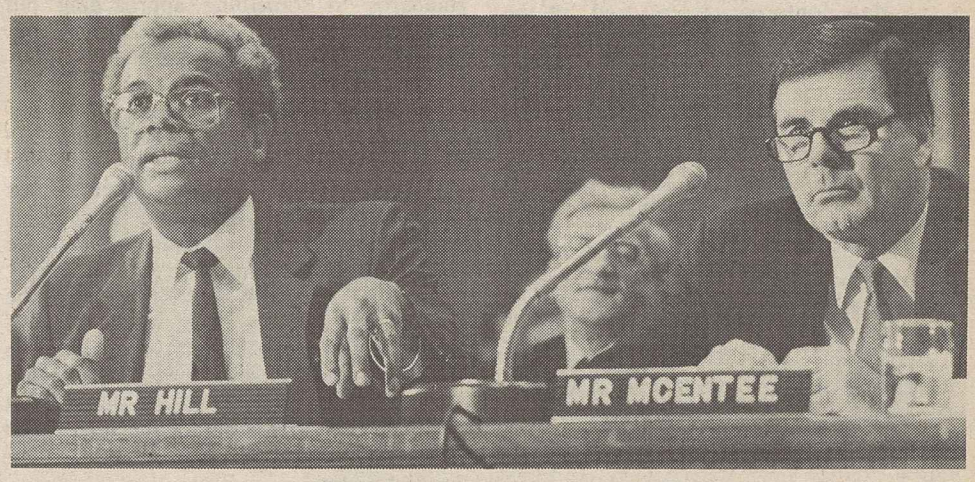
McEntee urged the Senate to take the approach of the bill the House passed last December. That measure, he said, "carefully balances the need for state flexibility with basic federal constraints that protect welfare recipients and their children."

It enables states to design their own employment and training programs, he noted. But at the same time, states would be required to meet federal standards for eligibility and take effective steps to prevent displacement of regular employees by welfare recipients in the employment programs.

McEntee praised the House requirement "that subsidized employees working beside regular employees, doing the same work, should be paid the same rate of pay."

To do otherwise "results in a double standard," he said.

While the House bill does not have all the features labor would like to see in a welfare reform package, McEntee said, it "carries welfare reform about as far as it can, given today's fiscal limitations. If it becomes law, an important step will be taken toward true welfare reform."



Testifying at Senate welfare reform hearings, AFSCME District Council 37 Director Stanley Hill and union President Gerald McEntee.

Court backs contract right to arbitrate plant closing

Wilmington, Del.—Management can't arbitrarily close a plant and shift its operations to other locations without first going through arbitration specifically guaranteed in its union contract, U.S. District Judge Murray Schwartz ruled.

Upholding the position taken by Retail, Wholesale & Dept. Store Union Local 1034, the court held that the arbitration language of its contract with Doxsee Food is "all-inclusive," and that "the issue of limits on the transfer of work out of the bargaining unit is properly left to the decision of the arbitrator."

It was the second time that the case reached the court in the aftermath of Doxsee Food's Oct. 24, 1986, announcement that it was ceasing operations at its Lewes, Del., facility and was transferring production elsewhere.

Local 1034 sought an injunction to force arbitration over the issue of whether the plant shutdown violated the subcontracting clause of the three-year agreement negotiated in 1985.

The court declined the union's request for an injunction because the parties had already reached an out-of-court settlement under which Doxsee agreed to an expedited hearing. Management also promised to refrain from moving any equipment from the plant pending the outcome of the arbitration process.

While the matter was still before an arbitrator, Doxsee merged with the giant Borden Inc., which went ahead with the shutdown, transferring operations to a nonunion plant in Pine Point, Me., and a unionized plant in Cape May, N.J. The arbitrator held that the closing didn't violate the subcontracting clause.

The RWDSU filed a second petition for arbitration, citing other contract provisions, including a management pledge not to arbitrarily destroy the bargaining unit, a clause prohibiting discrimination based on union membership, and a ban on transferring from union to nonunion facilities to avoid contractural obligations.

Appeal rejected

Management filed suit in U.S. District Court here in an effort to bar the American Arbitration Association from taking any further action, contending that the shutdown and the transfer of all work out of the bargaining unit fell outside the scope of the arbitration clause.

In rejecting the company's appeal, Judge Schwartz pointed out that the contract language was so broad that it required arbitration of "all differences, disputes, complaints or grievances of whatever nature."

The court made clear it was not addressing the merits of Local 1034's charge that management breached its contractual pledge of good-faith dealing with the union. But Schwartz insisted that the company must submit the matter to final and binding arbitration.

Appeals court rejects 'right-to-work' maneuver

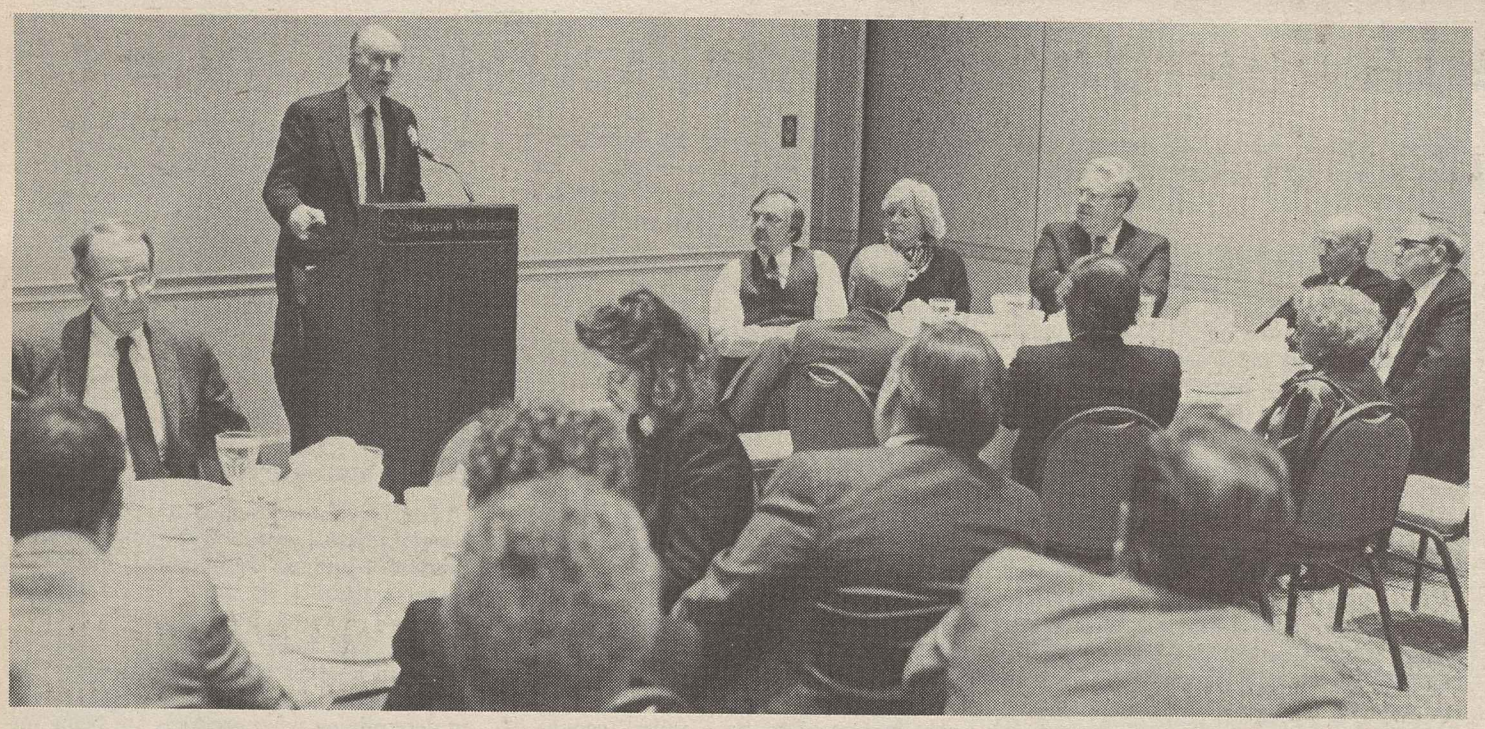
Cincinnati—The 6th Circuit U.S. Court of Appeals shut the door on a "right-to-work" group's attempt to block the Auto Workers-General Motors agreement covering a plant being built in Spring Hill, Tenn.

The National Right to Work Legal Defense Foundation had sought an injunction to force the issuance of an unfair labor practice complaint against UAW and GM officials for their agreement covering a planned 6,000 jobs at the Saturn production plant.

The National Labor Relations Board had upheld the agreement, saying that giving hiring preference to current GM employees is consistent with board policy and Supreme Court rulings requiring employers to bargain with unions whenever management decisions could adversely affect the workers.

In rejecting the "right-to-work" position, the appellate court said the NLRB general counsel's refusal to issue complaints is not subject to judicial review.

In a four-paragraph statement, the court said the suit had been properly dismissed by a lower court and determined that the legal issues did not warrant further oral arguments.



Sec.-Treas. Donahue spells out job preservation goals of textile and apparel trade bill.

Textile coalition mobilizes for jobs

22-state lobbying effort zeroes in on Senate showdown vote

By Candice Johnson

A coalition of union and industry representatives is revving up a grassroots campaign for Senate passage of textile and apparel trade legislation aimed at preserving American jobs.

The effort will focus on 22 states, as coalition members work to set up face-to-face meetings with their senators in Washington and at home. It includes a constituent post card and letter campaign from union members that will continue into April when the Textile & Apparel Trade Act will be considered by the Senate.

Strategies for the drive were laid out at a two-day conference sponsored by the Fiber, Fabric & Apparel Coalition for Trade—FFACT—a labor-industry group that includes the Clothing & Textile Workers and Ladies' Garment Workers.

Attending the sessions were top officers from ACTWU, ILGWU and the United Garment Workers and key state AFL-CIO leaders, as well as executives of major manufacturers and organizations representing farmers, suppliers and consumers.

AFL-CIO Sec.-Treas. Thomas R. Donahue told participants that winning passage of the measure would not be easy. But he noted that it would not be impossible, thanks to the state federations' role in swinging the balance of political power during the 1986 elections.

The textile and apparel trade measure has been carefully crafted to respond to all rational objections, Donahue said, even though "that doesn't mean those arguments won't be raised."

But last fall's overwhelming House vote supporting the measure and the growing demand of the American people for fair, reciprocal trade are two advantages labor can use in the upcoming Senate debate, Donahue noted.

This bill "can focus public attention on the need for a whole new approach to world trade and national industrial policy," Donahue said. "Instead of the view that American workers have a duty to submit to the living standards of Mexico or Bangladesh, there will be the view that the American government and American business have a duty to help raise those living standards to something approaching our own."

Veto-proof margin

Noting that President Reagan has threatened to veto the measure, Donahue stressed that the bill "has to pass by so decisive a margin not only to override this President's veto, but to override any doubts about the concerns of Congress and the people for jobs in America."

ILGWU President Jay Mazur said the union representatives will work "to persuade legislators that trade is not a union issue, but an issue for America." He cited a recent poll conducted by the union that found nearly 70 percent of those surveyed to support legislation that would aid the apparel industry.

ACTWU President Jack Sheinkman stressed that the nation cannot believe that American standards should emulate the working conditions—including child labor and sweatshops—that exist in many countries.

He noted that the productivity of American textile workers is consistently higher than other countries, especially those exporting the highest level of apparel and textile goods.

Participants also heard from congressional supporters Sen. Warren Rudman (R-N.H.) and Rep. Pat Williams (D-Mont.).

Nearly 2 million Americans—mostly women and minority workers—are employed in U.S. apparel and textile factories, FFACT pointed out. While the industry has modernized its plants—spending an average of $1.7 billion per year on new equipment—and has reinvested more than 80 percent of its cash flow, imports have more than doubled since 1980 and the trade deficit for textile and apparel goods hit a record $21 billion in 1986, the coalition said.

The textile and apparel trade bill calls for global quotas on textile, footwear and apparel imports, to be set at 1986-import levels. The measure would allow a 1-percent increase in imports in each category except footwear.

The target states are: Alaska, Arizona, California, Colorado, Florida, Idaho, Indiana, Iowa, Kansas, Minnesota, Missouri, Montana, Nebraska, New Mexico, North Dakota, Ohio, Oklahoma, Oregon, South Dakota, Texas, Utah and Wyoming.

In 1986, Reagan vetoed another textile and apparel trade bill. A House override effort failed by eight votes.

U.S. seamen kept off reflagged ships

Continued from Page 1

The exception was seldom used until the Kuwaiti tankers were placed under the American flag to give them U.S. Navy protection in the Persian Gulf. Most of their oil shipments pass from Kuwait to European ports.

Maritime unions assumed that the closing of the loophole would lead to hiring of U.S. crews.

So did congressional committees that had worked on the legislation. It was hard to conceive of a serious claim that the national defense would somehow be imperiled if American seamen and officers were on board ships flying the American flag.

Seafarers President Frank Drozak, who also heads the AFL-CIO Maritime Trades Dept., said SIU members received a strong signal of intent to evade the new law when several hundred of them wrote job-seeking letters to the firm that is the U.S. manning agent for the reflagged tankers—Gleneagle Ship Management Co. of Houston.

All received replies that said, "At this time we are not accepting applications for employment on the vessels."

If the law had been carried out, all of the licensed officers on the 11 tankers would have to be U.S. citizens. At least 75 percent of the unlicensed seamen would have to be U.S. citizens; up to 25 percent could be U.S. residents who are not yet citizens.

Drozak said American seamen "have served honorably and whenever called upon" and it is "outrageous" to use national defense as an excuse to deny them jobs.

Marine Engineers President C.E. DeFries termed the Administration position on U.S. crews "incredible and totally unjustified."

National defense cited

There is no conceivable national defense basis for using virtually all-foreign crews on the reflagged vessels, DeFries stressed.

"Quite the contrary," he said, "all-American crews would enable these vessels to be under real, not imaginary, U.S. operational control."

DeFries and National Maritime Union President Shannon J. Wall had protested to President Reagan that granting a waiver would harm, not help the national defense.

Carlucci's request for a waiver said the crew requirement "would significantly change one of the conditions at the time of the reflagging" and would tend to "undermine" the reflagging operation "which continues to be in the national defense interest."

When asked what "condition" would be changed if the crew changes were made, a Defense Dept. spokesman explained that the payroll costs to the ship owners would triple.

John Higgins nominated to Labor Board

John E. Higgins Jr., a career attorney with the National Labor Relations Board, has been nominated by President Reagan to fill the vacancy on the five-member board.

Higgins, 48, has been the NLRB deputy general counsel since 1976. Previously, he worked in the regional office in Memphis, Tenn., and at NLRB headquarters in Washington.

His appointment, subject to confirmation by the Senate, is likely to move the NLRB somewhat closer to the center after the ideological battles during the chairmanship of Donald L. Dotson.

Dotson, whose hostility to unions polarized the agency, left the NLRB in December when his term expired. He was replaced as NLRB chairman by James M. Stephens, a change that did not require Senate confirmation since Stephens was already a member of the board.

Higgins, a Republican who will take the board seat vacated by Dotson, is considered the most broadly acceptable of the persons who had been mentioned for the post. He is a graduate of Boston College and of the Boston University Law School. He also holds a master's degree in collective bargaining from Cornell University.

Restoring the NLRB to full strength is expected to speed the resolution of pending unfair labor practice cases by allowing appointment of a larger number of three-member panels whose decisions are normally final. During most of the Reagan Administration, recurring vacancies left the agency shorthanded and added to an already heavy backlog.

The term for which Higgins was nominated runs to Dec. 16, 1992, five years after the expiration of Dotson's tenure on the board.

Early Senate confirmation hearings are likely, but no date has yet been set.

Oil strikes triggered by local issues

Denver—Three thousand members of the Oil, Chemical & Atomic Workers struck oil refineries in five states as contract talks broke down over key local issues.

The walkouts came in the wake of a pattern-setting agreement reached with the Amoco Corp. providing wage increases totalling 5.1 percent during the next two years plus an immediate $900 bonus.

Other major producers quickly followed suit in accepting the national agreement, and negotiations on local issues have produced tentative agreements on contracts covering at least 15,000 of OCAW's 44,000 members in the oil industry.

But when talks with Mobil Corp. deadlocked in a dispute over company plans to replace bargaining unit workers with supervisors in control room jobs, 1,200 workers struck the company's Beaumont, Tex., facility, while 450 walked off the job at Torrance, Calif., and 180 more went on strike at Ferndale, Wash.

The union warned that turning the control room jobs over to management employees would cost 40 jobs over the next two years, and could lead to continued management pressure in the future to take more jobs out of the bargaining unit.

The Mobil strikers joined 850 OCAW members who walked off the job after BP Sohio, an affiliate of British Petroleum, refused to resolve local issues at two of its refineries. The strike involves 500 workers at Marcus Hook, Pa., and 325 others at Toledo, Ohio.

Teamsters score major advances in Honeywell pact

Minneapolis—Beating back management's demand for a three-year wage freeze, 6,300 Teamsters won a 4-percent pay hike, pension improvements and protections against layoffs and pension improvements in a new contract at Honeywell Inc.

Members of IBT Local 1145 approved the two-year agreement by a 2-1 margin.

The improved job security was included in a plan consolidating the present 42 seniority groups into a single plant-wide seniority system. In the past, workers with seniority could be laid off while less experienced workers covered by a different seniority grouping, were kept on.

Management also agreed that if workers lose pay rates or jobs, it will pay them at their previous rate for one year or until they get back up to the original level, whichever is less. Honeywell also guaranteed that no workers will be laid off due to production increases resulting from the consolidation of the seniority system.

Medical benefits retained

Union negotiators rebuffed a company attempt to require employees to pay 20 percent of hospitalization costs—up to a $3,000 maximum. Management agreed to continue paying 100 percent of the cost of IBT members' hospital stays.

The union won a $3-a-month increase in pension credits, so that workers will receive retirement benefits of $25 a month for each year of service. Pensions of existing retirees were increased $1 a month for each year they worked for the company.

Report on tariff loophole tallies runaway job loss

Runaway American manufacturers who take advantage of special tariff treatment have accelerated the destruction of U.S. jobs, the International Trade Commission told Congress.

In a special report requested by the House Ways & Means Trade subcommittee, the ITC acknowledged that imports from U.S.-owned assembly plants in Mexico and other countries increased 250 percent between 1980 and 1986.

During that same period, the U.S.-content of these items declined from 26 percent in 1980 to a scant 17 percent six years later as a larger proportion of the finished products destined for the American market were produced in offshore facilities.

These runaway operations have been made possible by tariff provisions that permit U.S.-origin metals, materials and components to be processed or assembled in other countries and readmitted to this country with duties levied only on the value added in the foreign plants—a value limited to the low-wage foreign labor and components involved.

Runaway growth

As a result, U.S. imports enjoying the benefits of this special treatment have grown so fast that they're running at a pace that has outstripped the increase in job-gutting U.S. imports as a whole.

The Mexican connection has added nearly $10 billion a year to the nation's soaring trade deficit and has wiped out nearly 100,000 jobs, the AFL-CIO said.

Mexico, in particular, has taken advantage of this tariff loophole to expand the maquiladora complex that lies just across the Rio Grande, the ITC said. Currently, more than 1,000 American-owned plants are in operation in that country, employing a workforce of 300,000—mostly girls and young women whose pay averages less than $4 a day.

The ITC told Congress that the key element in the explosive growth of the maquilas has been the availability of this huge pool of low-wage workers who have inadequate government-imposed pay standards, virtually no fringe benefits, and little or no occupational safety and health protections.

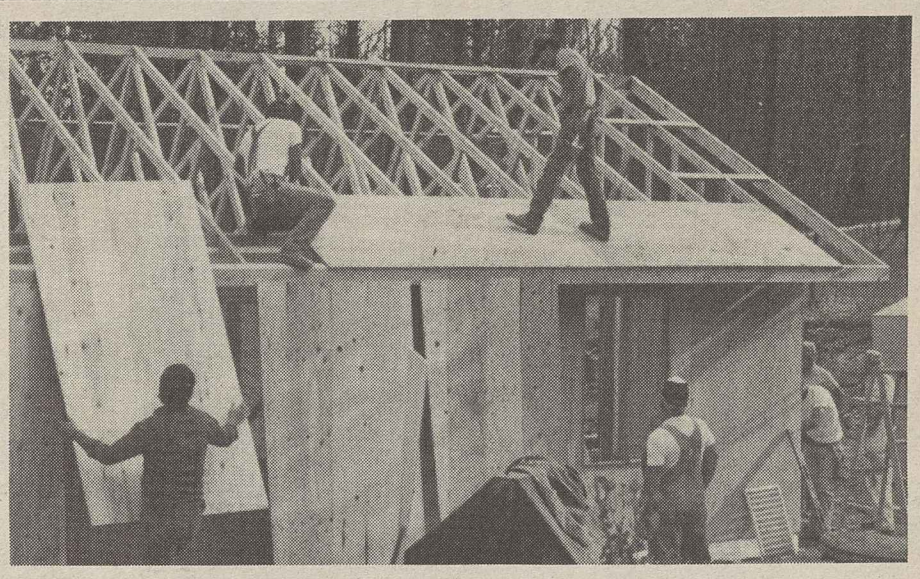
Foreign parts

The most rapid growth in these foreign-based operations of American companies has been centered in the motor vehicle, engine and auto parts industries. And, the ITC told Congress, Mexico continues to be the major source of such imports, followed by Canada and nations in the Caribbean Basin.

Mexico's border industrialization program was put into effect in the 1960s after Congress ended the bracero program which provided American agribusiness with thousands of low-wage Mexican field hands.

But the drive to lure American firms across the border didn't really catch fire until Mexico's economic collapse in 1982. Since then, the number of plants has more than tripled and the maquiladora workforce has increased ten-fold, with the overt support of the Reagan Administration.

Last October, the AFL-CIO convention denounced the arrangement under which the government uses these special tariff breaks to encourage runaway U.S. employers to close American plants and open new ones in other countries—particularly in Mexico.



Building Trades volunteers restore elderly couple's fire-ravaged home

Groveland, Calif.—Building Trades craftsmen came to the aid of an elderly couple whose home was destroyed by raging forest fires near Sacramento.

After the devastating fire last summer, Harold and Thelma Williams encountered more trouble when they learned their house was not properly insured. Because both were retired, the Williams's did not qualify for a rebuilding loan and were living at a Red Cross evacuation center.

Executive Sec. Jim Larsen of the Sacramento Carpenters and Business Agent Mike Stevens learned of the Williams's plight and "started making contacts with building inspectors," Stevens said. "We talked with some of our contractors . . . no problem at all getting donations," he added. The materials for the rebuilding were donated by union contractors and local building supply dealers.

Volunteers from local building trades unions and the Sacramento-Sierra Building & Construction Trades Council turned out for the project, erecting the 900-square-foot home—on the original foundation laid by Williams 16 years ago—in less than two months.

Joining the rebuilding effort were Carpenters, Plumbers, Roofers, Painters and Electrical Workers.

Local community organizations also raised $12,000 to help furnish the Williams's new home.

Labor law delays play into hands of union-busters

Continued from Page 1

with the firm. "It's hard not to be very angry, frustrated and cynical," he said.

Chris Majors, a registered nurse at the Fountain Valley, Calif., regional hospital, knows the same frustration.

She was one of an organizing committee of 60 nurses and other professionals who sought representation by the Hospital & Health Care Employees in 1986. In a 10-day period, they obtained authorization cards from a large majority of the anticipated bargaining unit.

The hospital's response was to bring in the West Coast Industrial Relations Association, a consultant firm that Majors noted claims a 95 percent success rate in keeping companies "union free."

The first ploy was to challenge the union's bargaining unit—and it was another five months before a representation vote could be held. Meanwhile management brought in new nurses, held repeated captive-audience meetings—and just before the election challenged the eligibility of a long list of nurses.

Still waiting

Nine months after the election, the union is still waiting for an official ballot count. As Majors told the subcommittee, "The right to organize is valueless if there are no guarantees in place that it can be accomplished within a reasonable period of time."

Kermit Beckwith is a sheet metal worker, and by all accounts a good one. He's also a staunch supporter of his union and became active in its organizing campaign when he went to work for the Ashton Mechanical, a Tampa-based firm.

Beckwith told of company tactics to keep the union out, including firings and other disciplinary action against persons believed to be union supporters. Eleven months ago, an election resulted in 34 votes for the Sheet Metal Workers, 26 against and 37 challenged ballots. Not just the election but a host of unfair labor practice charges remain unresolved.

Frank Sullivan paid with his job—twice—for insisting on the right to be represented by a union of his choosing, as the labor relations law guarantees.

He works in the Harris-Tweeter supermarkets warehouse in Charlotte, N.C., and was one of the first to sign up with the Food & Commercial Workers.

Scars remain

Both times, the NLRB ruled his dismissal an unfair labor practice and ordered his reinstatement with back pay. The company complied, but the first time Sullivan went seven months without a paycheck and the second time it was more than two years.

The back pay, less his interim earnings, was welcome. But as Sullivan said with emotion, "it was totally inadequate in reimbursing me and my family for all we had been through. The scars that developed will be with us for a lifetime," he testified.

He told of the gas being cut off when he couldn't pay the bills. "In the real world, Sullivan testified, "these things are happening."

Humberto Salinas is now on the staff of the Ladies' Garment Workers in Chicago, but he was a community worker when the ILGWU set out to organize Del Rey Tortilleria, where some 90 workers in two plants are paid minimum wages with virtually no benefits for making tortillas.

He got involved in helping the workers trying to form a union and testified to the "illegal campaign of threats, firing and bribes" by which the company sought to break up the organizing drive. Its tactics included threatening to report undocumented workers to the Immigration & Naturalization Service, Salinas testified.

Union witnesses Frank Sullivan, Humberto Salinas and Jolene Kitsky tell their stories at Senate Labor Subcommittee oversight hearings.

Despite everything, workers voted for union representation but the company stonewalled at the bargaining table. In 1985, nearly three years after the election, the NLRB found the company had not bargained in good faith. But the labor board had to seek court enforcement when Del Rey refused to comply. The court enforced the bargaining order—but by then it was July 1987, and only a single bargaining session was held since.

"Many of the workers most active in the organizing drive left Del Rey," Salinas testified. And more than five years after the election, "the union must negotiate from a much weaker position."

UAW drive

Jolene Kitsky was on the same panel. In 1980, she was one of the workers at the Impact Industries castings plant in Sandwich, Ill., who asked the Auto Workers for help in organizing the plant.

The response was an organizer's dream. A majority of employees signed Auto Workers cards in the first two days of the campaign. Within a month, 106 of the 118 workers signed cards and the UAW petitioned for an election.

The employer responded by firing 13 of the most active union supporters, interrogating and threatening workers, making promises to others. The election was a farce, but the unfair labor practices were so blatant that the NLRB ordered the company to bargain with the union.

But meanwhile, seven years had passed, while the company prospered by not having to negotiate better conditions. But that wasn't the end. The company has asked the 7th Circuit U.S. Court of Appeals to reverse the bargaining order because most of the original workers are no longer employed.

Blatant behavior

Sen. Kennedy shook his head in amazement at management's argument.

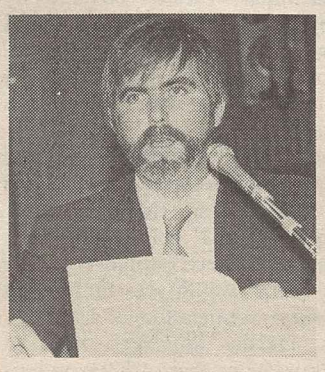
It was now the turn of the two independent academic authorities on the working of the National Labor Relations Act.

Northwestern University Prof. Myron Roomkin reported on the research that he and Michigan State University Prof. Richard Block had conducted on the effect of pre-election delays on the outcome of union representation elections.

They found, he said, that long delays discourage worker participation in the election process and are more likely to result in rejection of a union. "There is a longstanding consensus that our national labor policies require expeditious case processing." he testified, "and that unnecessary delays are inconsistent with these goals."

University of Michigan Prof. William N. Cooke termed it "disturbing" that employer misconduct results in failure to negotiate a first contract about 25 percent of the time when workers choose union representation.

The tools available to employers, he noted, include illegal discrimination against union activists, refusal to bargain in good faith, and intentional use of "lengthy delays associated with NLRB procedures" in an effort to undermine the union's support.



Kermit Beckwith

Rick Reeves

Chris Majors

Holiday Inn workers celebrate first contract victory.

Motel workers win contract with community backing

Los Angeles—After a two-year struggle, Service Employees who work in the laundries, kitchens, housekeeping operations and behind the front desk at two Holiday Inn motels won a new contract.

The three-year agreement covers 200 members of SEIU Local 100-D who work at the motels in Burbank and Glendale.

The workers won immediate pay raises ranging up to 31 percent, depending on job category, plus across-the-board increases in each of the following two years.

Local 100-D credited active labor and community support, a coordinated campaign and the solidarity of the Holiday Inn workers with the victory. Following months of "surface" bargaining, the SEIU members formed a coalition with the Electrical Workers, Machinists and AFSCME, meeting with elected officials to outline the motel franchise's discriminatory practices against black and Hispanic workers.

The California AFL-CIO pursued more than 40 discrimination complaints filed against the Holiday Inns and pressed for a full investigation. The state federation turned to Rep. Howard Berman (D-Calif.) who prodded the Equal Employment Opportunity Commission to take action. The EEOC then issued determinations of probable cause that the employer had committed discriminatory acts against workers at the hotel, the local noted.

Workers picketed and leafletted the Burbank inn, outlining the poor wages and working conditions and urging guests to stay somewhere else.

Following the one-day demonstration, management returned to the bargaining table, withdrew its demands to freeze wages and drop health insurance coverage, and the two sides negotiated a new agreement. The settlement was ratified by a four-to-one vote.

Court orders crackdown on anti-union consultants

Continued from Page 1

affecting consultants is permissible because of the law's "ambiguity."

Judge Greene's response was that the law's requirement "is hardly ambiguous," and that "all persuader activity must be reported."

Greene also pointed out that the legislative history made clear the intent of Congress that all such activity be reported, even if it is "technically permissible under the National Labor Relations or Railway Labor Acts" or in a "gray area" of uncertain legality.

Campaign funding bill threatened by filibuster

A labor-supported effort to bring a campaign spending bill to the Senate floor remained stalled by a Republican filibuster threat, but the principle of public financing coupled with overall spending limits got a strong boost from the New York City Council.

The council gave 24-9 approval to legislation that provides public matching funds to candidates for specified city offices who agree to abide by spending and contribution limits.

Several smaller cities have comparable laws but New York is the first big city to adopt public financing of elections. However, the new law faces a probable court challenge from opponents who claim it infringes on state jurisdiction over municipal elections.

In the Senate, Majority Leader Robert C. Byrd (D-W.Va.) has made the stalled campaign reform bill the pending order of business and is expected to make another try at bringing it to a vote.

But in the first session of Congress, the majority for taking up the bill fell five short of the 60 votes needed to break a filibuster. The seven cloture votes closely followed party lines, with only three Republicans voting for campaign reform and two Democrats opposed.

The AFL-CIO, supporting the concept of public financing although not every provision of the Senate bill, had urged senators to vote for cloture.

"Obstructionist tactics should not stymie the legislative effort to find a solution in the public interest to the corrupting influences of big money on the political scene," AFL-CIO Legislative Director Robert M. McGlotten wrote senators before last year's cloture votes.

Republicans, who historically have been able to tap a more affluent constituency, have generally resisted any form of limits of political spending or campaign funding reforms.

Political disparity

While presidential spending in the general election is roughly balanced by the provisions of the public financing law, the disparity in political contributions is reflected in reports filed with the Federal Election Commission covering 1987 political contributions.

It listed $59 million in contributions to Republican presidential candidates in the pre-election year—more than twice the $27.9 million raised by the Democratic contenders.

Vice President George Bush raised the largest sum of any candidate—$18.8 million, followed by $14.2 million for Pat Robertson and $14 million for Kansas Sen. Robert Dole.

IUD explores first-contract strategies

Atlanta—The AFL-CIO Industrial Union Dept. is developing strategies to overcome employer resistance to negotiating a first contract.

Participants at a two-day conference explored two basic approaches that unions have been pursuing: corporate campaigns that tie together a firm's customers, creditors and shareholders in order to compel a company to bargain, and in-plant programs to increase union solidarity.

The session brought together more than 100 union officers and key directors who exchanged strategies and discussed common problems in winning first contracts, especially following union victories in National Labor Relations Board elections.

The IUD has pointed out that company stone-walling often frustrates the workers' effort to bargain for a contract, even after a union-won NLRB election.

Clothing & Textile Workers President Jack Sheinkman outlined the union's successful corporate campaigns at J.P. Stevens & Co., and other hardline employers, that ultimately brought about union contracts.

Service Employees President John Sweeney stressed the need for strong community support and urged the union representatives to establish working relationships with community groups early in a campaign, not just before a crisis.

In workshop sessions, participants discussed research methods used in effective corporate campaigns, reviewed techniques for building and maintaining community support and explored in-plant tactics.

1988 bargaining to concentrate on private sector

Continued from Page 1

The Oil, Chemical & Atomic Workers reached agreement with Amoco Oil Corp. on a two-year contract providing a 30-cents-an-hour across-the-board wage hike plus a $900 bonus the first year and a 3-percent increase effective in February 1989. The terms of the pattern settlement spread quickly throughout the industry, affecting some 40,000 OCAW members, although some work stoppages occurred as contract talks broke down over local issues.

And the unaffiliated Mine Workers negotiated a five-year settlement with the Bituminous Coal Operators Association keyed primarily to the crucial issue of job security. It includes layoff protection and rehiring guarantees.

Here are the key areas in which 1988 contract talks will be conducted, according to the BLS report:

Construction—About 434,000 construction workers are covered by 141 contracts which will be expiring or reopening in 1988. They include members of the Carpenters, Operating Engineers, Electrical Workers, Bricklayers, Painters, Plumbers & Pipefitters, Iron Workers and Laborers.

The unemployment rate in the construction industry was 12.1 percent last September, down from 12.9 percent a year earlier. There were significant geographic differences in employment trends, with strong gains in California, Michigan, Indiana, New York and Pennsylvania but losses in Arizona, Colorado, Louisiana, Texas and Utah.

In addition to coping with economic conditions in the industry, BLS emphasized, unions and their employers will continue to seek a cooperative approach to blunting the trend toward the loss of jobs to nonunion firms.

Rubber—Contracts covering 35,000 Rubber Workers expire Apr. 20 with three major tiremakers—Goodyear Tire & Rubber Co., Firestone Tire & Rubber Co., and Uniroyal-Goodrich Tire Co. The URW customarily selects one of these firms as its target for full-scale bargaining, using the settlement as an industry pattern. Imports have devastated the industry, causing massive layoffs and plant closings at both Goodrich and Firestone.

Electronic and Electrical Equipment—Due to expire in 1988 are contracts covering 155,000 members of the IBEW, the Electronics Workers and ten other unions that map their strategy through a Coordinated Bargaining Committee.

Highlighting negotiations will be a pact covering 70,000 General Electric Co. employees that expires in June and one for 19,000 workers at Westinghouse Electric Corp. that expires in August. Other companies slated for negotiations this year include Hughes Aircraft Co., RCA, GTE Sylvania and Thompson Electric Co.

Apparel—Contracts affecting 230,000 workers in the industry come up for negotiation this year, including 124,000 in the women's apparel trade whose agreements expire in the spring, and 101,000 in the men's apparel industry, whose contracts run out in August. These agreements account for 80 percent of all workers under major apparel contracts.

The Ladies' Garment Workers will bargain with several management groups, including the N.Y. Coat & Suit Association, United Better Dress Association, Atlantic Apparel Contractors, and the Greater Blouse, Skirt & Undergarment Association. The Clothing & Textile Workers will negotiate its master Cotton Garment Agreement with a group of men's apparel manufacturers.

Trucking—The Teamsters have already opened negotiations on a national master freight agreement, covering 200,000 over-the-road and local drivers, dock workers, mechanics and clerical workers. The present pact expires Mar. 31. The IBT has keyed its bargaining goals to job security, economic gains and safety improvements.

Railroads—Contracts covering 317,000 railroad workers expire June 30. Negotiations will involve three classes of railroads—Class I carriers with annual gross operating revenues of more than $88 million, Class II carriers with revenues between $17 million and $88 million, and Class III carriers, terminal and switching operations with less than $17 million in annual revenues.

Involved in the negotiations will be the Transportation • Communications Workers, Maintenance of Way Employees, the unaffiliated United Transportation Union and nine other unions that are part of the Railway Labor Executives Association.

The national bargaining will cover wage changes, COLAs, benefits and job security issues. Negotiations will take place under the framework established by the Railway Labor Act of 1926 which set up a variety of procedures, including arbitration, to resolve disputes.

Transportation Equipment—Approximately 160,000 workers are covered by 26 contracts scheduled to expire or reopen this year. The contract covering 70,000 Auto Workers at Chrysler Corp. runs out Sept. 14. Other contracts slated for 1988 negotiations include the UAW pact at Budd Co. and an agreement at General Dynamics involving the UAW and the Metal Trades Council—which represents the Boilermakers, Painters, Machinists, Office & Professional Employees, Carpenters, IBEW, Laborers, Molders, ILGWU, and the Plumbers & Pipefitters.

Service Trades—About 192,000 workers are covered by 46 agreements in wholesale and retail trade slated for negotiation in 1988. Two-thirds are in food stores and the remainder are in wholesale trade, department stores, clothing stores, eating and drinking establishments and drug stores.

Sixty percent of these employees are represented by the Food & Commercial Workers. The rest are members of the Teamsters, Service Employees, Hotel Employees & Restaurant Employees, Retail, Wholesale & Dept. Store Workers, and the ILGWU.

State and Local Government—Some 267 contracts, covering just over 1 million workers, are slated for bargaining this year. These include 601,000 local government employees and 405,000 state workers.

Involved in the negotiations will be AFSCME, Teachers, Fire Fighters, Transit Union, Service Employees, and the unaffiliated National Education Association and the Fraternal Order of Police.

Approximately one-third of the workers under expiring agreements are in general government administration ranging from clerks and maintenance workers to tax collectors. Another third are employed in local primary and secondary education, the vast majority of them teachers. Ten percent are fire fighters and police, while the remainder work primarily in health care and transportation.

Local government workers covered by scheduled bargaining activity are dispersed over a wide geographical area. By contrast, 70 percent of the state workers will be involved in negotiations with New York and Pennsylvania.

Some 196,000 New York state workers are covered by nine contracts expiring this year—six in March and three in June. AFSCME represents 62 percent of these workers, with the balance primarily represented by the Public Employees Federation and the American Association of University Professors. During the last round of negotiations in 1985, these three unions bargained as a coalition.

TRADE DEFICIT

The 'Free Trade' Myth

Trade is not free. It is affected daily by the interventions by the U.S. and other countries in the foreign exchange market. The U.S. limits sugar, meat and milk imports through quotas. The U.S. subsidizes the development of defense and space technology with huge public commitments of tax funds.

Most trade in the world is affected one way or the other by some interference with the free trade model. In the 19th century, when free trade was discussed, the major obstacle was considered to be tariffs. Today most tariffs have been reduced substantially through repeated GATT negotiations. In place of tariffs there are a myriad of practices that inhibit "free trade." They range from value added taxes. to quotas, to subsidies, to dumping, to counterfeiting, to counter-trade, to co-production requirements, to buy national policies, to informal purchasing arrangements, to developmental support, to debt repayment requirements, to currency manipulation. The European Value Added Systems have an even more perverse effect than tariffs, as they are forgiven on exports (i.e., an export subsidy) and added to imports. Value added taxes are as high as 22 percent in Western Europe. Quotas are common—just look at how other auto-producing nations limit the importation of foreign-made cars. In France, only 3 percent of the market can be imported cars. In Italy, only 2,600 foreign cars can be imported. Subsidies are used whenever a nation thinks it is in its interest to do so. Europe is willing to subsidize plane production by Air-bus, a subsidy that they project will be needed for at least another decade before they can compete and win against U.S. producers. Just recently the Japanese agreed not to dump any more semi-conductors.

All around the world, government policies on taxes, industry, and investment are made to promote trade, and to expand industries and jobs.

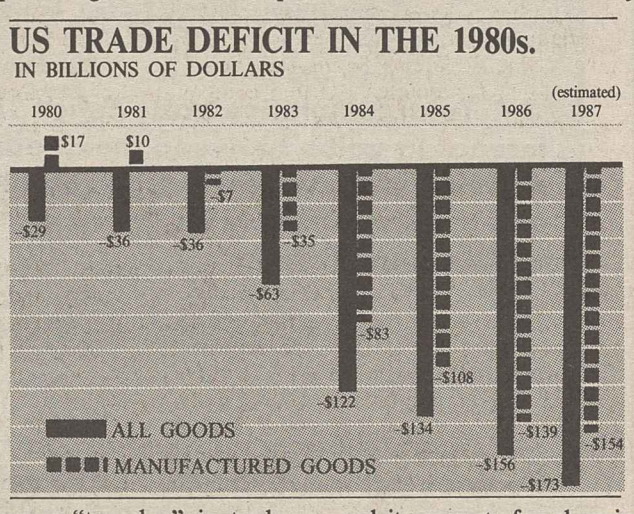
Instead of engaging in free trade, most nations use trade as a means of obtaining their own economic goals.

The theories of free trade and comparative advantage have always been most popular in whatever country happened to be top dog in the trading world—as with England in the 19th century and the United States since World War II. But the U.S. is no longer "top dog" in trade. Rather, it is the biggest loser.

The trouble is that "comparative advantage"—the natural superiority of countries in certain lines of work—is meaningless today.

The swift transfer of technology means that the most modern factories can be moved around the globe, to take advantage of the lowest wages.

In short, "comparative advantage" is no longer some natural, God-given blessing, but can be created by any country willing to go to the trouble.



Trade Bill Must Reduce Deficits

The President, editorial writers, and several Democratic candidates for President have called it protectionism at its worst, the 1980s equivalent of the Smoot-Hawley Act that many believe deepened the Great Depression by sharply curtailing international trade.

One has to wonder whether the President, the editorialists and the candidates have even read the document that is the object of all their scorn—the Gephardt trade deficit reduction amendment to the trade bill now pending before the Congress.

The trade bill is currently in conference to reconcile the House and Senate versions passed in 1987. The AFL-CIO prefers the deficit reduction provision in the House bill and strongly supports the plant closing clause in the Senate bill.

Smoot-Hawley, passed in 1930, was a tariff act. After its enactment, U.S. tariffs averaged 53 percent of the value of the product.

The trade deficit reduction amendment bears no relation to Smoot-Hawley. It only applies to countries which have large surpluses and unfair practices. It is not automatic, and it accounts for changing international conditions.

The amendment says simply that if a country is consistently running a large trade surplus with the United States, the President can take steps to reduce the surplus.

It works as follows:

First, the amendment would identify countries running large surpluses, defined as countries which export to the United States 175 percent or more of what they receive from the United States. At current trade levels and patterns, that would include such countries as Germany, South Korea, Japan, Taiwan and Hong Kong.

Second, those countries running large surpluses with the United States would be examined to see if they are consistently engaging in unfair trading practices. Only countries which meet both conditions would be targetted.

The President would then be authorized to negotiate with those countries to eliminate their unfair practices.

If the negotiations fail, then the President would be required to take action to achieve a 10 percent annual reduction in the particular country's trade surplus with the United States. But the President has the option of not taking action if it would be detrimental to America's national security or national economic interests.

The dollar and the deficit

For the past three years, the Administration and its supporters in business and academia have contended that the solution to the trade deficit lies in letting the value of the dollar drop to the point at which American goods become competitive and attractive in world markets.

The only problem is they're wrong.

The dollar has been dropping in value against the currencies of our major developed trading partners for three years. In February 1985, one dollar bought 260 Japanese yen. Today, a dollar buys about 125 yen. Similarly, a dollar bought 3.3 German marks in February, 1985. Today, it will buy about 1.6. In each case, the change has been about 50 percent. Yet the last two years have seen all-time record trade deficits: $156 billion in 1986, and, for just 11 months of 1987, $159 billion.

The trade deficit hasn't improved for several reasons. One is that Japanese and German companies have cut profit margins to maintain market share. Two, countries like Japan import most raw materials, which are priced in dollars. Three, German, Japanese and American producers that export to the U.S. market have moved production to low-wage countries like Mexico, Brazil and Korea—countries whose currencies are pegged to the U.S. dollar. When the dollar gets cheaper, so does labor in those countries. And four, most of our trading partners restrict imports to encourage domestic production.

AFL-CIO news

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Behind the PR Curtain

HURTING IN AMERICA: 1981-88

Behind the Reagan Administration's Public Relations Curtain...behind its vapid proclamations of "Morning in America"...behind its infatuation with announcing everything's coming up roses...there's been a lot of hurting going on:

Millions of workers displaced by unfair trade arrangements the Administration refuses to address head-on. A massive job shift from well-paid industrial employment to lower-paid service work. An epidemic of no-notice or short-notice plant closings and/or mass layoffs. Needy Americans denied, or suffering cuts in, nutrition and health assistance. Ever more numbers of young Americans reared in poverty. Millions of homeless. Farmers thrown off their land.

Some facts about hurting in America, 1981-1988, follow. (Statistics provided by AFL-CIO Economic Research Dept.)

Workers: Hurting

- Number of workers suffering one or more episodes of unemployment: 60 million.
- Average annual number of workers suffering jobless period: 23.5 million.
- Average duration of unemployment: 16.4 weeks.
- Average gross earnings lost per year by unemployed workers: $4,600.
- Total gross weekly earnings lost by jobless workers: $750 billion.
- American jobs wiped out by unfair foreign competition: 6.5 million (1984-86 only).
- Number of unforced no-notice or short-notice plant closings 1981-85—i.e. no compelling economic reason for shutdown: 4,500. (The Reagan Administration has fought all efforts to oblige industries to give ample notice of plant closings and to work with employees and commuinities to seek alternatives to shutdown and abandonment.)
- Workers dislocated by unforced plant closings: 10 million. (Many workers displaced by unfair trade and unforced plant shutdowns find new jobs but only after unemployment lasting an average of six months, with one-fifth remaining jobless for two years. And, on average, the new jobs *pay 30 percent less* than the lost jobs.)
- Worker loss of buying power: 10.9 percent.
- Total value of lost production (as result of unemployment above 1979 level): $2 trillion.
- Loss to U.S. Treasury through unemployment: $600 billion.

The Needy: Hurting

- Needy persons losing *all* food stamp aid: 1 million.
- Number of working poor losing *some* food stamp aid: 4 million.
- Number of children from low-income homes losing free or reduced price school lunches and/or school breakfasts: 2 million.
- Number of Americans living in poverty, Reagan years (average): 33.5 million.
- Increase in average number Americans living in poverty over previous seven-year period: 8 million (approx.), 31 percent.
- Number children living in poverty, Reagan years (average): 12.7 million.
- Increase in average number children living in poverty over previous seven-year period: 2.4 million, 23 percent.

Two Deficits and Their Huge Cost

- **Total cumulative trade deficit 1981-88 (difference in value between the goods we import and the goods we export): $760 billion. (More and more of America is becoming "owned" by our trading partners.)**
- **Total federal budget deficit 1981-88: $1.2 trillion.**
- **Cumulative cost just to pay *interest* on Reagan red ink 1981-88: $895 billion.**
- **Cost of interest payments on Reagan deficit to individuals: $3,743 *per person*.**
- **Cost of interest payments on Reagan deficit per family of four: $14,972.**

Note: While you've paid $3,743 of *your* tax money in interest on Reagan's debt for yourself and every member of your family, 50 large corporations which made $57 billion in profits 1981-84 paid *no taxes* and actually received $2.4 billion in *tax rebates* under Reagan's 1981 tax cuts.

America Can Do Better
Register/Vote

AFL-CIO news

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AFL-CIO LEGISLATIVE ALERT!

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Council sets economic priorities

House Speaker Jim Wright pledges speedy congressional action on omnibus trade bill at an Executive Council session in Bal Harbour, Fla.

Swift congressional action key to cutting huge twin deficits

By John M. Barry

Bal Harbour, Fla.—"America needs to get its economic house in order," the AFL-CIO declared in calling on Congress for action to reverse the nation's huge trade and budget deficits.

The federation's Executive Council warned that the twin deficits handicap the government's ability to blunt a recession at a time when many economists are predicting another downturn.

In a statement adopted at its winter meeting here, the council said Congress should address the giant foreign trade deficit—posting a record $171-billion setback for the past year—"by quickly passing an omnibus trade bill that combines the best of the House and Senate bills and a textile trade bill."

Prospects for trade legislation were discussed with House Speaker Jim Wright, who also outlined the likely schedule for other major bills during the remainder of the current session of Congress.

Other visitors from government during the early sessions of the week-long meeting were Sec. of State George Shultz, who focused on the INF arms reduction treaty, and Labor Sec. Ann McLaughlin, who outlined her approach to the Cabinet post she recently assumed.

President James R. Herman of the unaffiliated International Longshoremen & Warehousemen's Union met with the council at the invitation of Federation President Lane Kirkland to continue exploring possible ILWU affiliation. Kirkland reported that the Brotherhood of Locomotive Engineers, another unaffiliated union, also is considering a move to become part of the AFL-CIO.

In major internal actions, the 36-member council:

- Elected Sigurd Lucassen as a federation vice president, filling a vacancy created by the retirement of his predecessor as president of the Carpenters, Patrick J. Campbell.
- Adopted a set of procedures to implement the new "discount" fee for national affiliation of a union's locals with state central bodies.
- Approved continuation of the political guidelines under which affiliates are urged to refrain from endorsement of presidential candidates until a consensus of union members becomes evident.

Danger signals

In its statement on the national economy, the council saw danger signs of a recession in the three successive months of decline in the government's index of leading economic indicators, the excessive growth of inventories, and the downturn in housing.

It noted that unemployment remains at its highest level of any modern recovery period, while only a third of the jobless workers are receiving any assistance from the unemployment insurance system. Factory jobs are still considerably below the 1979 level, and real earnings are down

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Imports top $424 billion as trade gap widens in '87

By Candice Johnson

The nation's foreign trade deficit swelled to $171 billion last year—another record shortfall—as imports continued to flood the United States. The growing gap between imports and exports brought renewed calls by the Executive Council for congressional action to correct the imbalance.

For all of 1987, the Commerce Dept. reported that the merchandise trade deficit—which includes trade in agricultural products, petroleum and manufactured goods—was 10 percent higher than the $156-billion shortfall posted in 1986.

Imports hit a record $424.1 billion last year—up from $383 billion in 1986—fueled mainly by a $325-billion influx of manufactured goods. Exports increased to $253 billion from $227 billion a year earlier.

At a news conference held during the Executive Council meeting in Bal Harbour, Fla., AFL-CIO President Lane Kirkland reiterated labor's support for the Gephardt amendment in the omnibus trade bill now before House and Senate conferees.

That measure would reduce trading inequities with nations that have a long "practice of exploiting the American market" and that "deny equal treatment to American goods in their own market," Kirkland noted. It would also require the President to take prompt action to reduce trade imbalances.

Trade reform legislation "must be substantive, must be forceful and must be

Continued on Page 2

New procedures approved to spur state body affiliation

Bal Harbour, Fla.—A set of procedures to carry out the new program to encourage full affiliation of local unions with state central bodies was adopted by the AFL-CIO Executive Council.

The program, which was approved by the federation's 1987 convention, grew out of several years of effort by the council to promote greater participation of locals in their appropriate central bodies. It offers national and international unions that elect to participate a "discount" under which they would pay a national fee equal to 75 percent of the per capita rate charged by the various state bodies, weighted to reflect the distribution of the union's membership among the states.

The participating union's locals would have full voting strength in their state bodies, and the national affiliation fees received by the AFL-CIO would be rebated to the state federations on the basis of their membership, per capita rates and needs.

The procedures adopted by the council will govern during the period March 1988-February 1989.

Participating unions must provide the AFL-CIO with a state-by-state breakdown of its locals and membership figures from which the national affiliation fee can be calculated.

The rules seek to assure that no state central body will suffer a loss of income as a result of the national affiliation program. If the program produces surplus funds, these will be allocated to meet special needs and finance special central body projects.

Text of the procedures adopted by the Executive Council appears on Page 4.

Senate panel clears health measure

A labor-supported bill that would require employers to provide at least a minimum package of health insurance to their workers won a 10-6 endorsement from the Senate Labor & Human Resources Committee.

It was sponsored by Committee Chairman Edward M. Kennedy and supported by all Democrats plus Republican Lowell P. Weicker Jr. (Conn.).

As approved by the committee, firms would have to provide employees who work at least 17.5 hours a week with an insurance plan that meets minimum standards specified in the bill.

The specified package of benefits includes hospital and physician payments, diagnostic tests, mental illness protection, prenatal and well-baby care. It would set limits on deductibles or co-payments and put a $3,000 annual ceiling on out-of-pocket expenses for catastrophic illnesses.

Employers could require workers to pay 20 percent of the cost of the basic program, or they could pay the full amount

Continued on Page 4

INF treaty backed as good beginning

Senate urged to ratify nuclear arms reduction agreement

Bal Harbour, Fla.—The nuclear arms treaty recently concluded with the Soviet Union serves the security interests of the United States and its allies and should be approved by the Senate, the AFL-CIO declared.

The federation's Executive Council, in a statement at its winter meeting here, said that in several respects the treaty conforms with proposals advanced by the AFL-CIO in recent years.

It noted, for example, that unlike past agreements which set ceilings on weapons increases, the new INF treaty would reduce arms by eliminating an entire sector of weapons—intermediate-range nuclear forces.

The statement concurred with the findings of the AFL-CIO Committee on Defense that these reductions "will not adversely affect . . . the deterrence capability" of the North Atlantic Treaty Organization.

Panel report

The committee, headed by Vice President John T. Joyce, had earlier reported on an extensive study of the INF treaty and related issues.

The council's action also followed its meeting with Sec. of State George Shultz, who reviewed the history of the arms buildup since the mid-1970s and described the treaty as "a good deal for us."

The council said that while the treaty covers only 3 percent of the nuclear arsenals of both the East and the West, it sets two precedents "that may open the way toward real progress" in both strategic and conventional arms control:

- Disproportionate reductions are required to equalize the number of weapons on each side—in this case, zero.
- Compliance with the treaty requires verification through on-site inspection.

The statement stressed that the AFL-

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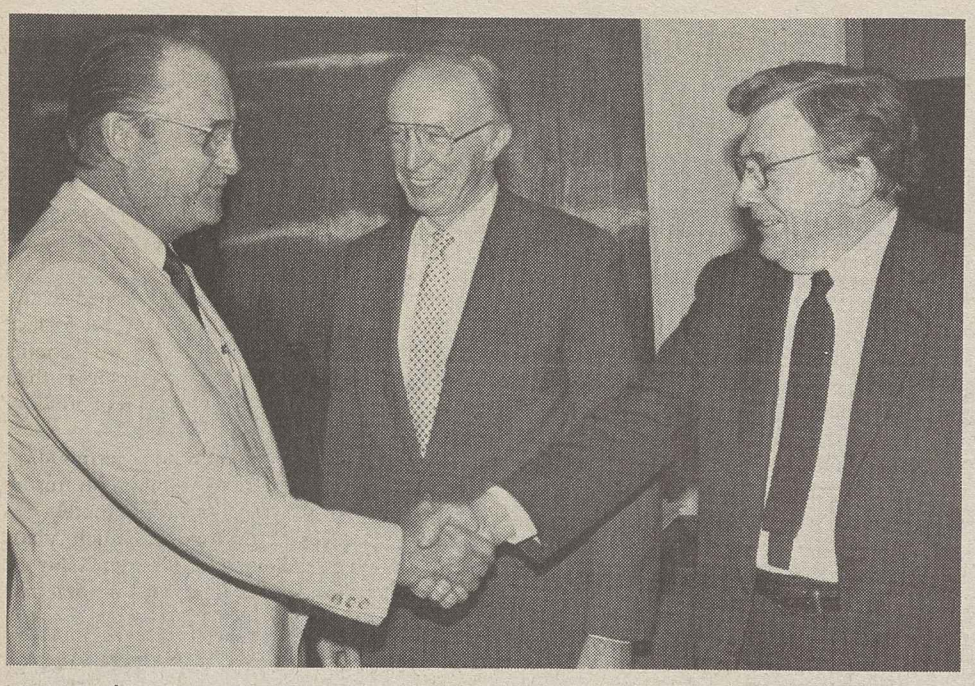


New Federation Vice President Sigurd Lucassen is welcomed on the council by President Lane Kirkland and Sec.-Treas. Thomas R. Donahue.

Lucassen seated on council as Pat Campbell steps down

Bal Harbour, Fla.—Sigurd Lucassen, president of the Carpenters, was elected an AFL-CIO vice president to fill the vacancy created when retired Carpenters President Patrick J. Campbell left the Executive Council.

Lucassen, 60, became head of the Carpenters on Feb. 1. A 35-year member of Carpenters Local 2250 in Red Bank, N.J., Lucassen served as the local business representative from 1960 to 1963, when he was elected to the executive board of the state council of Carpenters. In 1975, he was elected president of the council.

Lucassen was instrumental in the formation of the New Jersey Alliance for Action, a labor-management group those purpose was to develop jobs and provide economic advancement within the state through the cooperation of labor, management and government.

In 1972, he was appointed a union representative, serving in that capacity until being elected to the union executive board in 1978. He became second vice president in 1980 and first vice president in 1982, heading the Carpenters' apprenticeship and training program and its union label activities.

Distinguished service

Campbell, a federation vice president since 1983, was commended for his "distinguished contributions to the work of the labor movement, especially to the advancement of collective bargaining through the development of corporate campaign techniques, and to the cause of human health, especially through his support of diabetes research."

The council statement noted that Campbell, 69, has given "faithful service and outstanding leadership to the members of his union" since he was first elected as president of Local 964 in Rockland County, N.Y., in 1954.

"The knowledge, experience and wisdom of Patrick Campbell have been invaluable to the work of the council in the fields of civil rights, housing, organizing and occupational safety and health, bringing lasting benefits to workers throughout the nation," the statement said.

Campbell became an organizer in 1955 and 11 years later was appointed assistant to the president. In 1969, he was elected to the union's executive board and in 1974, was named second vice president. He assumed the first vice president post in 1980 and was elected in 1982, following the retirement of William Konyha.

Trade sanctions urged for Romania

Bal Harbour, Fla.—Romania's continued oppression of its workers and brutal suppression of attempts to form independent unions is part of a pattern of human rights violations, the AFL-CIO said.

An Executive Council statement urged continued denial by Congress of "most-favored-nation" trade status. It also asked Romania's continued exclusion from the list of countries eligible for other forms of trade preference.

The statement noted worker-led demonstrations against the Ceausescu regime. Last November, a demonstration by 20,000 people in the industrial city of Brasov was met with police attacks, arrests and threats of forcible "relocation."

Other major industrial centers have also been the site of worker protests. One recent decree replaces guaranteed wages with pay based on "production targets and efficiency," the council noted.

"Recent reports from Romania indicate that workers are making renewed attempts to create structures to coordinate strikes and protests," the statement added.

It expressed the AFL-CIO's strong support of such efforts and pledged to "work through the international trade union community to exert pressure on the Romanian authorities and to assure solidarity with the Romanian independent workers' movement."

Twin-plant exploitation takes toll on workers

Joint U.S.-Mexican union effort sought

Bal Harbour, Fla.—The AFL-CIO condemned the maquiladora twin-plant operation that has triggered the transfer of nearly a thousand U.S. firms and tens of thousands of jobs to factories in Mexico.

The Executive Council pressed for the repeal of "provisions in U.S. trade law that encourage the transfer of production" and called for efforts "to publicize the inherent weakness and unfairness of the program and to educate American consumers about those companies" that are transferring U.S. jobs to Mexico and are exploiting Mexican workers."

At the same time, the council pledged to work with the Mexican Confederation of Workers to organize the plants and end the exploitation of the predominantly female workforce.

Federation President Lane Kirkland appointed an Executive Council committee, headed by Sec.-Treas. Thomas R. Donahue, to meet with Mexican trade union officials on concerns about the maquiladora operation.

The other committee members are Presidents John J. Barry, Electrical Workers; William Bywater, Electronic Workers; Owen Bieber, Auto Workers, and Jay Mazur, Ladies' Garment Workers.

The original intent of the maquiladora program—to employ equal numbers of workers on both sides of the border and to set minimal duty rates on products assembled in Mexico and reimported to America—"has been perverted" into a system employing 300,000 Mexican workers at substandard wages and working conditions, the council noted.

Mexican towns along the 1,700-mile Rio Grande border have become a haven for American corporations that have already invested more than $2 billion in building assembly plants.

"Instead of bringing promised prosperity, the maquiladora-twin plant program has resulted in the loss of tens of thousands of U.S. jobs, economic depression along the border and other areas of the United States, and sweatshop conditions in Northern Mexico," the council said.

Since the collapse of the Mexican peso in 1982, the number of plants has more than tripled from 300 to nearly 1,000. The twin-plant system "grows larger with each successive devaluation" of the peso and is now out of control, threatening the "well-being of vast numbers of workers at home and in Mexico," the council declared.

The Mexican economy "has been devastated by inflation, unemployment, underemployment, overpopulation and astronomical external debt," the council said, imposing a heavy burden on workers and offering them up for "greed and profit."

Female workforce

The maquiladora workforce is composed mainly of girls and young women who earn between 30 and 75 cents an hour.

Blue chip corporations operating plants across the Mexican border include Sunbeam, Memorex, Rockwell International, General Electric Co., Ford Motor Co., Bendix Corp., Fisher Price, Foster Grant, Pillsbury, Burroughs, Firestone and Xerox.

Kirkland also named a second committee to monitor specific problems in the four states bordering Mexico. Committee members are Vice President Jack Otero of the Transportation • Communications Union, top state federation officers Donald Shelton, Arizona; John F. Henning, California; Neal Gonzalez, New Mexico, and Harry Hubbard, Texas, and El Paso AFL-CIO President Victor Munoz.

Kirkland said the federation would participate in a Labor Dept. study of the problems the maquiladora system has created. He added that "the evidence is overwhelming" that not only have American workers lost jobs, but the program benefits only those multinational corporations that seek out "the greatest opportunities for the exploitation of the least privileged and weakest elements of society."

'87 trade gap biggest ever as import surge continues

Continued from Page 1

effective, not simply an expression of pious good wishes," he added.

While December's overall trade gap inched downward to $12.2 billion from $13.2 billion the previous month, imports remained constant at $37 billion. At the same time exports of manufactured goods dipped to $16.1 billion, down more than $70 million from the previous month.

AFL-CIO economist Mark Anderson said the perception that the December report meant the trade deficit was now declining was overly optimistic, noting that December's trade "improvement" was due to increased exports of raw materials, agricultural commodities, fuel and gold.

As exports of manufactured goods declined in December, imports of manufactured goods grew by 2 percent, Anderson pointed out. "Lower import levels are the key component in correcting the trade deficit," he noted, adding that the one-month report offers little evidence that the trade surplus now enjoyed by Japan, Korean, Taiwan and other nations at the expense of American jobs and workers will ease.

The Reagan Administration maintained its rosy outlook on the trade gap, with U.S. Trade Representative Clayton Yeutter calling the report "good news" and a hopeful sign of "better days ahead on the trade front."

Not a trend

But most analysts were reluctant to view the one-month activity as an indicator of a narrowing trade gap. Despite the lower November and December trade reports, the fourth quarter deficit was surging at a staggering $171-billion annual pace, Anderson said.

Economists also pointed to increasing imports of capital goods and equipment as evidence that the trade gap will widen further.

In the footwear industry, imported shoes accounted for nearly 82 percent of the U.S. market during 1987. Last year's level of 937.3 million pairs of imported shoes was just 3 million short of the 1986 record import level, the Footwear Industries of America reported.

The trade gap between the United States and its major trading nations, particularly South Korea, Taiwan, Hong Kong and Singapore, also widened last year, up 22.5 percent from 1986. America's import-export gap with Japan hit $60 billion.

The Commerce Dept. also reported that the trade deficit with Canada eased slightly over the year-ago period—from $13.2 billion to $11.7 billion. However, many analysts were skeptical of that claim and questioned a reported 4.2 percent, or $1-billion increase in exports to Canada, noting that at least half of that increase was in the "undocumented exports" category—goods shipped without full value documentation.

Wage floor lag hits working poor

Facing a choice between hunger and homelessness

Bal Harbour, Fla.—Congressional action on a long-stalled increase in the minimum wage is a hunger or homelessness issue to many low-paid workers, the Executive Council stressed.

Since the federal wage floor reached its present $3.35-an-hour level in January 1981, the price of food has risen 25 percent and rental costs have gone up 47 percent.

For an increasing number of minimum-wage workers and their families, the council said, the choice is between "eating less or moving out."

The council statement reiterated the AFL-CIO's strong support for pending federal legislation that would raise the minimum wage rate in three annual steps to $4.65 an hour.

It would then be indexed through annual adjustments to one-half of the national average hourly wage of non-supervisory production workers.

At a news conference following the council action, Federation President Lane Kirkland told reporters that the outlook for congressional approval of a minimum wage bill this year was "very good."

Floor action

Kirkland said he expects House Speaker Jim Wright to schedule floor action "as soon as possible" after the bill clears the House Education & Labor Committee.

Committee Chairman Augustus F. Hawkins (D-Calif.) is a principal sponsor along with Sen. Edward M. Kennedy (D-Mass.), chairman of the counterpart Senate Labor & Human Resources Committee.

An AFL-CIO legislative fact sheet noted that the intent of the Fair Labor Standards Act, when it was enacted 50 years ago, was to bring the wage floor to half of average earnings and keep it there. But the long delay in updating the minimum wage has depressed the wage floor to only 37 percent of average pay.

The background paper pointed out that all levels of government in effect subsidize the employers "who refuse to pay a living wage" by providing billions in welfare payments and social services for the working poor.

By contrast, it suggested, restoring the lost purchasing power of the minimum wage "will take thousands of workers off public assistant rolls" and will help stimulate the economy through increased buying power.

Failure to act, the council warned, is pushing the nation closer to a two-class society of the very poor and the very rich, with a shrinking middle class.

Labor demands curbs on pension fund raiders

Bal Harbour, Fla.—America's unions want Congress to stop the looting of solvent pension funds by Wall Street raiders and corporate managers.

"Since pension contributions represent the deferred wages of workers who earned them, justice requires that workers share in any distribution of assets," the Executive Council stressed.

As a first step, the council urged a temporary moratorium to prevent employers who close down solvent pension funds from walking away with the "excess" assets—the amount left over after paying off the fund's existing obligations.

The council asked the AFL-CIO ad hoc committee that deals with pension investments to take on the job of coordinating labor's legislative efforts in this area.

Just since 1980, the council statement noted, employers have taken away more than $17 billion in supposed excess assets that should have been used for the long-term economic security of nearly 2 million workers covered by the terminated pension plans.

'Milking' the funds

Pension funds have encouraged corporate raids by speculators who often are able to recoup the cost of their takeovers by milking captured assets, including such devices as pocketing "excess" pension accumulations and selling off parts of the business.

Sometimes the raids are conducted by corporations themselves, who see their pension plans as a source of funds—and sometimes as a means to finance the takeover of another company. The usual technique is to purchase annuities to cover benefits already earned and legally owed to workers and retirees and repossessing the remaining cash.

As the council noted, "even if employers establish a replacement pension plan, they frequently reduce past service credits and almost always rob retirees of future cost-of-living adjustments."

"Excess assets" are "rarely, if ever," used to help employees," the statement noted.

One ingredient of needed legislation, the council said, should be "strong economic incentives to encourage the replacement of terminated plans by new plans that fully meet the needs of their participants and beneficiaries."

An accompanying fact sheet on single-employer pension plan terminations described variations of the scheme.

Splitting scheme

In one such scheme, a plan is split into two. The "excess assets" are assigned to the plan that will cover retirees and former employees who will be entitled to benefits at a specified age. That retiree plan is then terminated and the "excess" recovered by the company.

Often, the fact sheet noted, termination results in replacement of a plan promising specified benefits with one that merely requires specified contributions. Such plans are sometimes linked to stock ownership or payments into a 401(k) plan of deferred compensations.

Negotiations termed essential to ending turmoil in Israel

Bal Harbour, Fla.—Negotiations between Israel and responsible Palestinian leaders were urged by the AFL-CIO to resolve the festering problems that have fueled violent confrontations in the West Bank and Gaza Strip.

The Executive Council statement reiterated American labor's traditionally strong bond with Israel, a nation largely built by its trade union movement. But it deplored the use of "unnecessary force" by the Israeli Defense Forces against Palestinian demonstrators.

Israel's image has been tarnished by the widely and vividly reported episodes, the council noted. Soldiers inexperienced in riot control have had to deal with young Palestinians hurling stones and petrol bombs. But while that may be an explanation, its not a justification, the council made clear.

It "cannot excuse, and the AFL-CIO cannot condone, the use of excessive force against civilians," the council said.

The task now is to move from violent confrontations to real solutions, the AFL-CIO urged.

The council statement took sharp exception to those who contend that Israel has lost its moral bearings or that its behavior is comparable to that of South Africa.

Israel is a democracy of Jews and Arabs, the council noted, "who enjoy the right to vote and the freedoms of speech, religion, press, assembly and association. Arabs and Jews alike actively work side by side in Israel's trade union movement, Histadrut. They are all represented in a single Parliament."

The solution to the Palestinian conflict isn't for Israel to "redeem itself" by turning over the occupied territories to the Palestine Liberation Organization or to the "Islamic fundamentalists who are fueling the flames of violence," the council statement said.

Willingness to negotiate

It noted Israel's demonstrated willingness to negotiate, exemplified by the return of large areas of occupied land to Egypt. But "the real tragedy" of the Palestinians in the occupied territories has been the inability to develop leaders to negotiate in the face of PLO "intimidation" and Arab insistence on a self-declared state of war with Israel.

The council welcomed an apparently "more aggressive diplomatic effort on the part of the United States" to press concerned Arab states toward policies that would establish a framework for negotiations.

"The AFL-CIO supports this initiative and hopes that it will be fruitful," the council said.

"The frustrations of Palestinians living on the West Bank and Gaza Strip are understandable," the council said, but the focus of their current rage is misdirected. Their challenge is to develop "a responsible and credible leadership to defend their interests."

It's time for Israel's Arab neighbors "to end their intransigence," the council added, and create the basis for a just resolution of the Palestine issue by acknowledging Israel's "right to exist within recognized and secure borders."

Elliott steps down from Michigan post

Lansing, Mich.—State AFL-CIO Sec.-Treas. John Elliott will resign in order to retain his post as president of the Detroit Teachers. Elliott was elected secretary-treasurer last May.

Under the Michigan AFL-CIO Constitution, neither of the two top officers can hold another union position while serving the state federation.

The state body's general board will meet Mar. 10 to elect a new secretary-treasurer.

Sec. of State George Shultz discusses INF treaty with council members.

Extensive reforms needed to update federal safety law

Bal Harbour, Fla.—Worker health and safety protections must be improved through legislative and administrative reforms, the Executive Council said.

It noted that the AFL-CIO national job safety conference held last November provided the forum for trade unionists to propose ideas for labor's health and safety agenda.

The conferees were unanimous in calling for reforms to:

- Expand worker protections not currently covered by the federal job safety law.
- Require worker training and education.
- Strengthen the law's penalty structure and criminal provisions.

The council statement pointed out that that many provisions of the 1970 safety law are "badly out of date and fall far short" of newer measures, such as the Mine Safety & Health Act and the Federal Emergency Planning & Community Right-to-Know Act.

Regardless of the legislative changes that are made, the council said, the Occupational Safety & Health Administration, which has been severely weakened under the Reagan Administration, "must be given increased resources and personnel." The council also called for improvements in OSHA's standard setting and enforcement activities, urging that they be "directed toward the most serious safety and health hazards."

Under the current Administration, standard setting and regulatory enforcement at OSHA has been lackluster, a number of federal studies concluded. Protections for workers "must be broadened through the adoption of generic standards and strict enforcement of the law," the council said.

"Union and worker participation should be a cornerstone of all work site safety and health programs," the council said. "Safety and health committees should be mandated, with the right to inspect workplaces, shut down dangerous jobs and review employer hazard control measures."

The council outlined labor's role and pledged that the federation will work with affiliates "to continue to explore new trade union initiatives as well as legislative and administrative reforms in worker safety and health protections until the Act's goal of protection for all American workers is achieved."

Toward that end, the council said that "unions must continue and expand their efforts to educate workers about safety and health hazards and to push for expanded rights, protections and programs through collective bargaining with employers."

Further, unions should "also assist unorganized workers who often face serious safety and health problems, but are powerless to address them."

Council calls for swifter action to head off economic disaster

Continued from Page 1

substantially from the last economic peak of the late 1970s.

In addition to steps to curb the trade deficit, the council said, Congress should seek ways to deal with the shortfall in revenue as a means of reducing the federal budget deficit. The statement concluded:

"The Federal Reserve must act to lower interest rates, in order to encourage housing, new investment and consumer purchases of major durable goods, such as autos. Congress must be willing to step in quickly with appropriate anti-recession actions, including adequate support for the unemployed."

Other council statements on domestic issues, detailed elsewhere in this issue, covered the federal minimum wage, reforms in safety and health protections, pension plan terminations and reversions, and the Detroit newspapers' joint operating agreement.

On international affairs, the council approved statements on the INF treaty, the situation in Israel, the maquiladora twin-plant program in Mexico, developments in the two Koreas, trade union repression in Fiji, and worker demonstrations in Romania.

On the day after the New Hampshire presidential primary, COPE Director John Perkins discussed the results as they may influence and affect the rest of the political season. Other departmental reports were given by Economic Research Director Rudy Oswald and Legislative Director Robert McGlotten.

Kirkland advised the council that the federation's regional conferences this year will take the form of post-Labor Day rallies of union members in four major cities.

Committee reports

Other reports were presented by Vice Presidents Owen Bieber on the Shell Oil boycott, Lynn R. Williams on safety and health, Joyce D. Miller on social security and the May 14 observance of American Family Day under the sponsorship of the Coalition of Labor Union Women, Wayne E. Glenn on the International Paper Co. strike, Marvin J. Boede on education, Frederick O'Neal on civil rights, John T. Joyce on housing, and Gerald W. McEntee on labor's efforts to counter the campaign to mandate a balanced federal budget.

Fiji unions seek restoration of rights

Bal Harbour, Fla.—Unions and democratic rights were casualties of military coups in Fiji last year, the AFL-CIO Executive Council said.

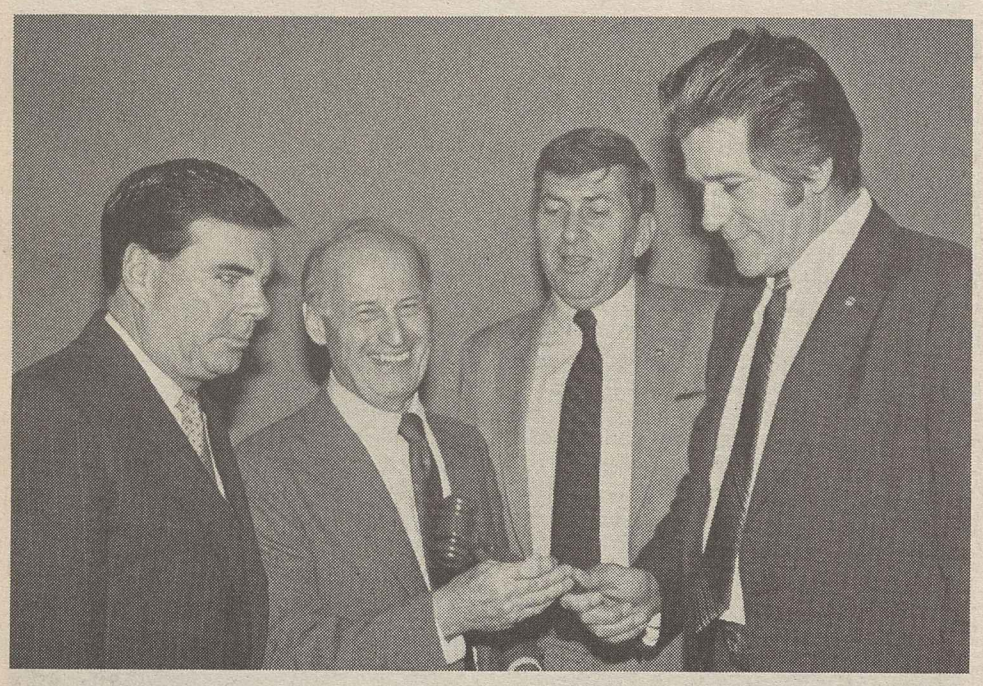
The coups were led by Col. Sitiveni Rabuka, who claimed he was defending the rights of the islands' "native" Fijians against Fijian citizens of Indian origin. But the crackdown that followed did not respect anyone's rights, the council noted.

"After the military takeover, unions were among the first institutions to be attacked. Their leaders were arrested, collective bargaining agreements were broken, and workers were fired—all without due process of law."

A previously free press was muzzled, the council noted, along with other infringements of democratic rights.

The AFL-CIO participated last month in an investigative mission by the International Confederation of Free Trade Unions. And in recent weeks, the council said, "after intense pressure from the international trade union community, in particular from trade unionists in Australia and New Zealand, Fiji's unions have won the promise that full trade union freedoms will be restored."

That promise must be honored, the AFL-CIO said. "Failure to do so will invite universal condemnation and strong economic sanctions from the international democratic community."



PED's first full-time officers—President Al Bilik and Sec.-Treas. John Leyden—are congratulated by AFSCME President Gerald W. McEntee, left, and AFGE President Kenneth T. Blaylock, right.

Public Employees elect first full-time officers

Bilik and Leyden installed to top posts

Bal Harbour, Fla.—The AFL-CIO Public Employee Dept. elected its first full-time officers: Al Bilik as president and John Leyden secretary-treasurer.

The 31-member PED executive committee also elected four additional vice presidents to complete a restructuring of the department begun at the its convention last fall. The terms of all officers run until the next PED convention in September 1989.

To cover the period from last September until the election, delegates installed Government Employees President Kenneth T. Blaylock as president and AFSCME President Gerald W. McEntee as secretary-treasurer.

Since 1983, the department had been run by a co-directorship with Bilik heading the state/local division and Leyden leading the federal/postal division. The election of full-time officers, necessitated by the continuing growth of public sector unions, structures the PED similar to other federation departments.

AFL-CIO President Lane Kirkland, presiding at installation ceremonies, described the PED as "a department with responsibilities that are increasingly important to the American labor movement."

Federation Sec.-Treas. Thomas R. Donahue, addressing the gathering, urged the department to "work very hard, not just to strengthen the PED, but the PED as an integral part of the AFL-CIO."

Bilik said he was proud to be part of the "continuing effort to bring rights and fairness" to those people who make the cities, counties, states and nation work. "We're working to help America regain its competitive edge," he said, noting that public workers provide the services "that business and industry, and the people they employ, need in order to thrive."

Dedicated workers

These public services are the "major ingredients necessary to a sound infrastructure, and they are provided by public employees who have dedicated their careers to our communities and our nation," Bilik said.

The four new vice presidents are Blaylock, McEntee, Machinists President William W. Winpisinger and Fire Fighters President John Gannon. The incumbent vice presidents are Laborers President Angelo Fosco, Letter Carriers President Vincent Sombrotto, Teachers President Albert Shanker and Service Employees President John J. Sweeney.

Senators urged to approve nuclear arms reduction pact

Continued from Page 1

CIO has no illusion that the INF treaty by itself will "remove the impetus" to the arms race or bring about dramatic reductions in military spending. But the council noted that the elimination of INF weapons focuses attention on the conventional weapons imbalance between NATO and the Warsaw Pact and that Soviet leader Mikhail Gorbachev has publicly agreed to the principle of "disproportionate" cuts in conventional forces.

The urgent need now, the statement said, is an agreement on balanced reductions in conventional forces so that NATO will not be compelled to build up its conventional forces. In addition, the council called on the Defense Committee for a further study to determine what, if any, restructuring might be needed to achieve radical, balanced and verifiable reductions in strategic nuclear warheads.

"The goal of the AFL-CIO," the statement concluded, "continues to be the maintenance of a credible deterrence to war at ever lower levels of nuclear armaments. It is not necessary to believe that the erosion of that deterrence would provoke an immediate Soviet invasion of Europe to appreciate that it would significantly enhance the Soviets' political leverage and powers of intimidation in the region, to the detriment of American security.

"The INF treaty is a step toward our goal—but only a step. Its ultimate value will be determined by whether comparable progress can be made in the reduction of conventional and strategic forces."

Longshoremen strike New York tug firms

New York—Tugboat and barge crews at nine towing companies in New York harbor went on strike after negotiations for a new three-year agreement foundered.

The 2,500 members of Longshoremen's Local 333 rejected the companies' demands for wage and benefit givebacks, including a cut in paid holidays from 10 to 4 and the elimination of 750 jobs.

The ILA local had proposed to extend the existing agreement while bargaining continued but the employers refused. Agreements have been reached with nine other towing companies, the union said.

Minimum health benefits bill clears Senate committee, 10-6

Continued from Page 1

and provide additional benefits as many already do either voluntarily or under union contracts.

In a letter to committee members before the vote, AFL-CIO Legislative Director Robert M. McGlotten noted that three-fourths of the 37 million Americans who do not have health coverage are in the workforce.

He pointed out that most employers already provide health benefits "far broader than the minimum requirements and thus would not be affected by its passage."

Small business lobbyists have been the most active opponents of the legislation and the committee made an effort to ease the transition for the very smallest firms. New enterprises with fewer than 10 employees would be allowed two years to come into compliance and employers of five or fewer would have six years.

Companion bills have been introduced in the House by chairmen of subcommittees of both the Education & Labor and Energy & Commerce Committees.

"The health issue is on the national agenda," Kennedy said after the committee approved the measure.

Weicker told his Republican colleagues that the problem of millions of Americans without health insurance won't go away if opponents are able to kill the legislation.

But Sen. Orrin G. Hatch (R-Utah), who led the attack on the bill, termed it "socialism, pure and simple."

Council spells out rules on affiliation fees

Following is the text of the statement on Implementing the National Affiliation Fee adopted by the AFL-CIO Executive Council, Feb. 16, 1988, at Bal Harbour, Fla.

Article XIII, Section 2(b), of the AFL-CIO Constitution provides:

A national or international union affiliated with the Federation may affiliate its entire membership with the appropriate state central bodies by paying to the AFL-CIO monthly a state central body national affiliation fee equal to 75 percent of the per capita charged by the various state bodies weighted to reflect the distribution of the union's membership among the states.

If a union elects to pay this national affiliation fee, each local of that union (or other eligible subordinate body as determined by the Executive Council) will be entitled to membership in the appropriate state central body, and each of those locals will be entitled to full voting strength in its state central body. The national affiliation fees received by the AFL-CIO will be rebated to the state central bodies on the basis of their membership, per capita rates, and needs.

The Executive Council shall establish procedures for calculating the amount of the fee due from any union electing to pay the national affiliation fee, for determining the voting strength of the union's locals within the various state central bodies, and shall take other such steps as are necessary to implement this section.

Pursuant to that authority the Executive Council hereby establishes the following national affiliation fee procedures to govern during the period March 1988-February 1989:

1. The first month for which a national or international union may elect to pay the national affiliation fee is March 1988.

2. A national or international union may elect to begin its participation in the national affiliation fee program in any subsequent month in 1988.

3. Each local union affiliated with a state central body at the time at which its national or international union begins participation in the national affiliation fee program will remain responsible for any prior indebtedness to the central body.

4. In order to determine the voting strength within state central bodies of local unions of a national or international union electing to pay the national affiliation fee, the national or international shall, on making such election, provide the AFL-CIO with a list of its local unions, arranged by state and showing the average full per capita membership of each local for the period July-December 1987. In preparing that list the union shall allocate the per capita membership of a local whose territorial jurisdiction covers two or more states according to the local members' normal place of work. The total per capita membership shown by a union for the national affiliation fee program must equal the per capita tax membership on which the union paid the AFL-CIO for the same period.

5. Each AFL-CIO state central body shall provide the Federation's Secretary-Treasurer a certification of its per capita tax in effect for December 1987 and based on those certifications the Secretary-Treasurer shall compile and publish a list of the state central body per capitas that provide the base for the 1988 national affiliation fee no later than March 1, 1988.

6. The AFL-CIO shall determine the 1988 monthly national affiliation fee for each national or international union that elects to pay that fee: by multiplying the union's membership in each state as shown in the list filed pursuant to Section 4 by the per capita tax payable to the state central body in that state as shown in the list prepared pursuant to Section 5; by adding the resulting state-by-state figures; and then by multiplying the resulting figure by .75.

7. The national affiliation fee shall be due and payable to the office of the Secretary-Treasurer of the AFL-CIO on or before the fifteenth day of each month for the preceding month.

8. The AFL-CIO's first priority in allocating the national affiliation fee among the state central bodies shall be to seek to assure that no state central body suffers a loss of income by reason of the overall national affiliation program. To the extent that the program produces income beyond that which would have been realized from the participating unions based on their combined affiliations with the state central bodies prior to the development of the program, the AFL-CIO shall, in allocating that additional income, seek to provide financial support to the state central bodies that, in the President's judgment, have made every reasonable effort to finance a program that meets the basic needs of the state's labor movement but have nonetheless been unable to raise the necessary funds within the state to carry out that program. To the extent that there is a remainder after meeting the foregoing priorities, the AFL-CIO shall seek to devote such remainder to financial support of state central body projects that, in the President's judgment, promise to provide the greatest benefit to AFL-CIO unions and the workers those unions represent.

9. Each state central body which adopts a per capita tax increase after March 1, 1988, shall, within 30 days of that action, forward a copy of its revised per capita tax schedule to the Executive Council Ad Hoc Committee on State and Local Central Bodies. The Committee will: review all such increases; consult, as appropriate with the State Central Body Advisory Council on Affiliations and with individual state central bodies; and report on this review process to the Executive Council.

Workers make slow gains in South Korea

Bal Harbour, Fla.—South Korea's workers have made important gains in their struggle for trade union rights and a democratic government, but still have far to go, the Executive Council said.

On the plus side, the council noted a labor rights law that is "rooted in the new constitution." The law declares the right to establish union shops and conduct union activities free from government interference, and sets up a process for determining bargaining units.

But laws need enforcement and there's more that needs to be done, the council observed, including granting of political rights to unions.

It called for the release of workers still in prison for their trade union activity. "Whether these trade unionists are covered by the traditional amnesty that accompanies a presidential inauguration will be a test of the government's attitude toward the Korean labor movement," the council said.

Even while the nation's political leaders debated what rights to grant, the council noted, "workers and their unions—in the streets and on the shop floor—were busy organizing and demonstrating." In the last six months of 1987, Korean workers have organized more than 2,000 new unions with a combined membership of some 400,000.

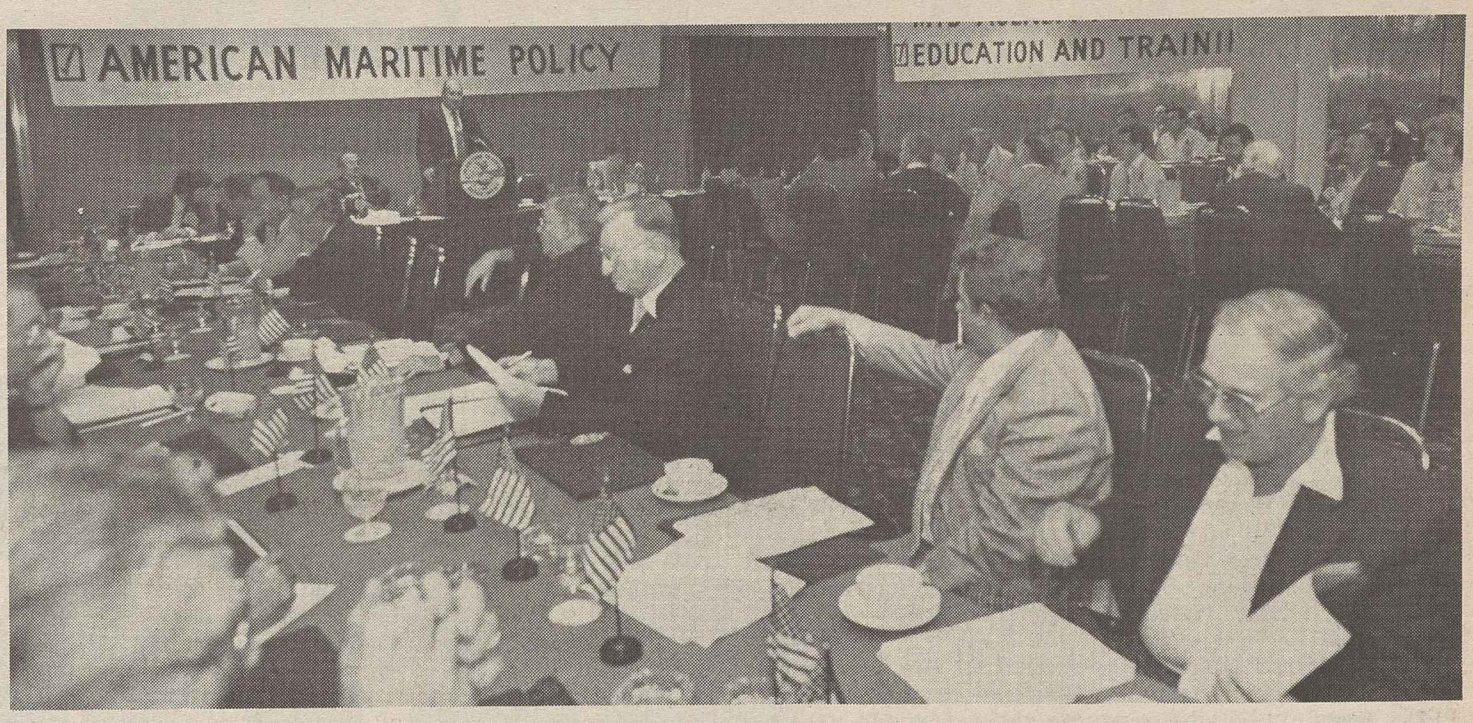
Federation support

The council statement pledged "continued fraternal support" to the Federation of Korean Trade Unions and its affiliates "as they step up their campaign for full trade union rights."

The council contrasted the "major strides toward the creation of a democratic society in the Republic of Korea" with the continued repression of North Korea's totalitarian regime.

It noted that the "latest hideous act" of the Pyongyang regime—the bombing of a Korean passenger plane with the loss of 115 lives—caused the U.S. government to place North Korea on its list of international terrorists regimes and led Japan to impose diplomatic sanctions.

Continued international pressure is needed to curb North Korean terrorism and reduce the danger of conflict, the council said.



MTD President Frank Drozak assails Reagan Administration move blocking U.S. crews from reflagged tankers.

Waiver denounced on reflagging law

Maritime Trades protest ban of U.S. crews on Kuwaiti ships

Bal Harbour, Fla.—The Reagan Administration's decision to waive U.S.-citizen crew requirements on 11 Kuwaiti tankers carrying the American flag for protection in the Persian Gulf was unanimously condemned by the AFL-CIO Maritime Trades Dept.

The waiver was granted by the Coast Guard Feb. 9 at the request of the Defense Dept. and drew a sharp protest from MTD President Frank Drozak. He said the move would do "immeasurable harm to the maritime industry's continuing effort to meet the national security role that Congress has established" for the American-flag merchant marine.

The MTD executive board gave "unanimous consent" to the department's officers to "explore every legal and legislative avenue open to us to reverse this arbitrary administration slap at the intent of Congress."

Drozak said the resolution on reflagging had the support of all of the seagoing unions, including those not affiliated with the MTD. Besides the Seafarers, the list includes the National Maritime Union, Marine Engineers, Masters, Mates & Pilots and Radio Officers.

Congress had sought to close a loophole that allowed reflagged Kuwaiti ships to avoid compliance with a law requiring that ships flying the American flag carry U.S. crews. President Reagan approved the legislation last month, but Defense Sec. Frank Carlucci found a new loophole. He claimed that use of foreign seamen on American-flag ships serves a national defense interest.

In an address to the board, AFL-CIO Sec.-Treas. Thomas R. Donahue reviewed developments since the federation's 1987 convention and legislative prospects in the current session of Congress on such key labor-supported measures as the Omnibus Trade Bill.

Legislative priorities

The trade measure was among the legislative priorities discussed by the MTD board, along with development of oil reserves in the Arctic National Wildlife Reserve, preserving the integrity of the Jones Act, shipbuilding, safety and health, social security, minimum wage, Medicare, and recommendations of the Commission on Merchant Marine & Defense aimed at reviving the nation's sealift capability.

The board meeting also hailed the recent success of maritime unions, working through the AFL-CIO Ad Hoc Maritime Committee, in the eight-year battle to persuade the Dept. of Defense to grant veterans' status to seamen who sailed with the merchant marine during World War II. The meeting also noted that the department had succeeded in getting transportation removed from the U.S.-Canada Free Trade Agreement and in enacting the Fishing Vessel Anti-Reflagging Act.

The MTD vowed to make use of its extensive grassroots political action network of port councils during this year's primaries and national elections.

MTD Sec.-Treas. Jean F. Ingrao welcomed a new affiliate to the department, the Steelworkers, and USWA Vice President George Becker was named to the executive board. Also named to the board was Carpenters President Sigurd Lucassen, who succeeds his predecessor, Patrick J. Campbell.

Members of Congress addressing the board included Sen. Howell Heflin (D-Ala.), Rep. Don Young (R-Alaska), Rep. Joe Moakley (D-Mass.) and Rep. Gerry Sikorski (D-Minn.).

Speakers from the AFL-CIO staff included Department Directors Rudy Oswald, economic research; John Perkins, COPE; Bert Seidman, occupational safety, health and social security, and Robert McGlotten, legislation.

Toxic leaks at scab mill alarm town

Jay, Me.—Three toxic gas leaks in three weeks at the International Paper Co. mill here, being operated by strikebreakers, has brought demands from townspeople and the Paperworkers to shut down the plant.

"We want qualified people to be put back in there running the mill; otherwise, shut it down because it is unsafe," said Dennis Couture, vice president of UPIU Local 14 and the health and safety committee chairman.

"International Paper saw fit to put employees with up to 22 years' experience on the street and let unskilled workers run their plant. Now the town's citizens realize they may pay the price for such a decision," he said.

At a meeting with the town's selectmen and its municipal manager on Feb. 16, citizens voiced their concern about the serious dangers at the plant and pressed IP to cease its operations.

More than 1,100 Local 14 members, along with 100 members of Firemen & Oilers Local 246 have been on strike at the mill since last June 16 when they joined more than 1,200 UPIU members locked out last March in Mobile, Ala., and 900 others on strike in DePere, Wis., and Lock Haven, Pa.

Strikebreakers have been operating the mill since the strike here began. On Jan. 28, a leak of hydrogen sulfide, a toxic, colorless gas, injured eight scabs. No cause has been given for that leak.

Eight days later, the fill-in workers broke a valve spilling 112,000 gallons of chlorine dioxide which partially evaporated into a cloud, causing the evacuation of 3,000 people downwind of the plant—including children at a school four miles away. Chlorine dioxide, used in bleaching wood pulp, is 10 times more toxic than chlorine.

Weather factor

"It was 22 degrees here when the leak occurred," Couture said. "If it had been warmer, we'd have had a much more serious problem—and there's no question it would have been shut down."

On Feb. 14, a chlorine gas leak sent seven more scabs to the hospital; three were admitted for further treatment. State Dept. of Environmental Protection officials have begun monitoring of air quality inside the 400-acre complex and will oversee repairs on the part of the bleaching operations that resulted in the leak, according to a spokesman for Gov. John R. McKernan Jr. (R).

Members of Local 14 who accompanied inspectors from the Occupational Safety & Health Administration on Feb. 17 were prevented from entering the plant. "They got inside the gates and were told they couldn't go any further," Couture said. "If we could participate in the inspections, we could find out what the problems are."

Job training planners

Trustees of the AFL-CIO Human Resources Development Institute review a report on a new HRDI program that is helping recently disabled union members get back to work. Federation President Lane Kirkland attended the annual meeting in his role as HRDI chairman.

Two more unions considering bid to join federation

Bal Harbour, Fla.—Affiliation with the AFL-CIO is being explored by the International Longshoremen & Warehousemen's Union and the Brotherhood of Locomotive Engineers.

ILWU President James R. Herman met with the AFL-CIO Executive Council here at the invitation of Federation President Lane Kirkland, but stressed that the discussions so far have been exploratory and the ultimate decision rests with the union's governing bodies.

The ILWU, which operates largely on the West Coast and in Hawaii and has headquarters in San Francisco, will hold its regular convention in Vancouver, B.C., in April. The union has about 55,000 members.

Larry D. McFather, president of the 125-year-old BLE, wrote Kirkland that the union's affiliation has been approved by its advisory board as well as the national general chairmen's association and that he is seeking final approval through a membership poll.

The Cleveland-based BLE has more than 30,000 members in the United States and Canada.

Asked at a news conference during the council meeting about the status of discussions with the unaffiliated Mine Workers, Kirkland reported that the UMW is engaged in merger negotiations with the Oil, Chemical & Atomic Workers, an AFL-CIO affiliate. He noted that completion of the merger will require approval by the UMW board and OCAW's convention, scheduled for Aug. 14-21 in Hollywood, Fla.

Airline's strikebreaker plot exposed

Pilots charge Eastern plan threatens passenger safety

Union pilots charged at House hearings that a strikebreaking tactic threatened by Eastern Airlines in its contract dispute with the Machinists would endanger airline passengers as well as wreck collective bargaining.

Members of a House Government Operations subcommittee emphatically agreed after hearing both union and management witnesses.

Two Eastern management executives defended the airline's contract with a problem-plagued freight carrier to maintain and operate a fleet of Eastern aircraft in the event of a strike. Eastern's vice president for maintenance, Stephen Kolski, termed the scheme "insurance" against strike losses.

Air Line Pilots President Henry A. Duffy and Capt. John J. Bavis Jr., chairman of the union council that represents the 4,000 Eastern pilots, testified that the only way Eastern could put its plan into effect would be to circumvent government training, maintenance and certification requirements.

The carrier that Eastern wants to use is Orion Air Inc., a Raleigh, N.C., firm that according to Subcommittee Chairman Cardiss Collins (D-Ill.) is portrayed in a Federal Aviation Administration report as "an airline in near shambles." Last year, the FAA grounded 37 Orion aircraft.

Eastern has already been under fire from its pilots for pressure to force them to operate under conditions they consider unsafe, and two years ago it was fined a record $7.5 million by the FAA for safety violations.

Bavis told the subcommittee that the union has received reports from pilots across the country who had personal experience with Orion's operations.

What emerged, he said, is "a frightening picture of management intimidation of pilots, shoddy maintenance procedures, and a blatant disregard for established safety practices."

Bavis told of Orion pilots forced to fly unsafe aircraft or lose their jobs who called their wives with a list of things wrong with the aircraft "so there would be a record in case something happened to them."

Strike-breaking scheme

An Orion official testified that the cargo carrier is hiring 400 pilots, 450 flight attendants and 100 mechanics in anticipation of starting passenger operations Apr. 1. An Eastern executive testified that the contract would go into effect only if the Machinists struck and the pilots refused to cross their picket lines. Orion Vice President James Heffernan acknowledged under questioning that it is "a possibility" that Orion could end up pocketing the money from the contract while the new hires would be out of jobs.

Duffy termed the strike-breaking scheme "another version of the bottom-line mentality towards air safety that Texas Air has used since coming into this industry." Texas Air is the company that acquired Eastern.

"Somebody must finally say stop," Duffy insisted. "We think it should be the FAA. It may have to be Congress. But if nobody else will, then we, the airline pilots, will stop it in our own way."

Subcommittee members present were supportive of the position taken by the Pilots and the Machinists, whose negotiations with Eastern are deadlocked and in mediation under the law that governs air and rail labor negotiations.

Rep. Gerald D. Kleczka (D-Wis.) accused Eastern of trying to inject the concept of double-breasting—the construction industry term for non-union entities established to avoid paying union wages—into the airline industry. He suggested that Eastern would do better to put the $40 million it is reported to have committed to the Orion contract on the bargaining table instead of demanding union concessions.

AFL-CIO President Lane Kirkland was asked about Eastern's tactics during a news conference at the federation's Executive Council meeting in Florida.

Eastern's attitude towards its workers isn't unique, he noted. In other industries, too, "corporate buccaneers are exacting profits at the expense of service to the public and at the expense of their workers."

As for airline deregulation, Kirkland suggested that events at Eastern and some other airlines demonstrate why the regulations were necessary in the first place.

"I hope that not too heavy a price will have to be paid before that message comes home to the public," he added.

Railroad safety sidetracked, unions charge

Rail unions called for better-enforced safety standards on the nation's railroads—including but not limited to measures aimed at eliminating drug and alcohol hazards.

The Railway Labor Executives' Association, the coordinating body of railroad unions, charged the Federal Railroad Administration with not carrying out its safety responsibilities.

RLEA Executive Sec.-Treas. James J. Kennedy told a news conference that the Federal Railroad Administration has turned a blind eye to equipment and maintenance hazards and focused almost entirely on drug abuse.

He pointed to "penalties" averaging $10 a citation against railroads guilty of safety infractions, and a policy of not penalizing a railroad unless a safety violation found on an initial inspection is not corrected at a follow-up visit.

Kennedy told reporters that drug and alcohol are workplace problems that must be addressed and are being dealt with at the bargaining table. As in any hazardous occupation, he stressed, an employee whose alertness is impaired is most of all a threat to his fellow workers.

Legal challenge

The RLEA brought a constitutional challenge to a government rule requiring urine and blood tests of all members of a train crew after an accident because the unilaterally imposed mandatory testing policy lacked safeguards and violated the rights of workers.

Its position was upheld in a 2-1 decision by the 9th Circuit U.S. Court of Appeals in San Francisco, which the government is expected to ask the Supreme Court to overturn.

The appellate court found that the "intrusiveness" of collecting body fluids was a type of personal search that could be justified under the Constitution only if based on a "particularized" suspicion that a worker was impaired.

"Let their be no misunderstanding," Kennedy said. "Rail labor is not opposed to a vigorous program of drug and alcohol testing with reasonable cause and guarantees of integrity of the laboratory testing procedures."

Unions support and have negotiated programs to detect and eliminate drug and alcohol impairment on the job "as part of an overall effort to make railroads safe for both employees and the general public," Kennedy declared.

Lawrence M. Mann, an attorney for the RLEA, said rail carriers are willing to gamble with public safety because they know there is only a slim chance that the rail employers will be cited or fined for a safety violation.

"They are playing cold, hardball economics," he said.

Job security goals pressed by UFCW in takeover fight

The Food & Commercial Workers are seeking job security protections for 35,000 members employed by the Boston-based Stop & Shop grocery chain and Bradlees discount stores—the target of a hostile takeover bid by the Dart Group Corp. of Landover, Md.

Fifteen UFCW locals represent Stop & Shop workers in 374 East Coast locations. The company and the union have agreed to extend the grocery contracts that expired on Feb. 6 and to make any economic gains retroactive to that date.

Following Stop & Shop's Feb. 11 rejection of the takeover bid, the UFCW reiterated its position that any options the company considers must include full protection for the employees and their union contracts.

UFCW President William H. Wynn pledged to "leave no legal stone unturned and no source of financial leverage untapped in our efforts to protect the jobs of Stop & Shop and Bradlees workers." In a meeting with management, the union urged that its members be given the same sort of "golden parachute" protections that its top managers have to protect their future.

It is "time for management of Stop & Shop to set an example of corporate responsibility by protecting its employees first instead of being preoccupied with protecting management and shareholders. The end result would be a stronger company with a workforce motivated by loyalty instead of demoralized by fear," Wynn said.

Justice Dept. monitors bias against immigrants

A Justice Dept. office overseeing anti-discrimination provisions of the new immigration law has prepared standard forms for persons who believe that they have been discriminated against in employment on the basis of national origin or citizenship status.

Persons who are not citizens are protected against discrimination if they have previously filed a form entitled Declaration of Intending Citizen.

Both that declaration and the Charge Form for Unfair Immigration-Related Employment Practices are available in English and Spanish from offices of the various federal agencies dealing with immigration and employment discrimination. They can be obtained by mail from the Justice Dept. office, P.O. Box 65490, Washington, D.C. 20035-5490.

Assistance is also available through a toll-free telephone number: 1-800-255-7688.

Meany memorial

AFL-CIO Sec.-Treas. Thomas R. Donahue presents bust of George Meany to Bertil Bolin, deputy director-general of the International Labor Organization, and Director Stephen Schlossberg, center, of the ILO's Washington office where the sculpture will be displayed. The bust of the late AFL-CIO president is a replica of one exhibited at the Meany Memorial Archives on the labor studies center campus.

Asbestos ruling points to exposure curbs

Workers won a partial victory in a federal appellate court decision ordering the Occupational Safety & Health Administration to consider further reductions in the maximum exposure limit for cancer-causing asbestos and the setting of a short-term limit, as had been recommended by the AFL-CIO and its Building & Construction Trades Dept.

Margaret Seminario, associate director of the federation's Dept. of Occupational Safety, Health & Social Security, said workers will ultimately benefit from the decision. The court agreed with the unions on many points, she noted, and ordered OSHA to review a number of issues, including lowering exposure limit where feasible.

"Hopefully the agency will make a determination that stronger measures are justified. We are glad the court rejected the industry arguments calling for a weaker standard,"she added.

The U.S. Court of Appeals for the District of Columbia Circuit upheld the agency's standard, issued in July 1986, against industry challenges to the tenfold reduction in worker exposure limits. The previous standard limited exposures to 2 million fibers of asbestos per cubic meter of air. After finding this posed a "significant risk" to workers, producing 64 excess cancer deaths for each 1,000 exposed over a working lifetime, OSHA lowered the limit to 200,000 fibers.

Organized labor, however, had pressed for a reduction to 100,000 fibers, holding that measuring concentrations at that level is technologically feasible.

Lower level possible

The federation pointed out that OSHA's own findings demonstrated that the 100,000-fiber level is achievable in automotive brake and repair operations affecting more than 540,000 workers—or 93 percent of the exposed general industry workers. Several OSHA tables in the hearing record showed that average exposures in that industry are well below 100,000 fibers.

The court held that by not setting a lower exposure limit, the "consequence is to deny OSHA protection to those in the automotive repair sector who work in shops with higher-than-average exposure levels." The agency was told to consider setting more stringent standards.

On the setting of a short-term exposure limit, the agency had testified during the trial that it could reconsider the issue based on the existing record. The court ordered the review be completed by Apr. 2.

In ruling on a BCTD challenge to the rule's respirator requirements, the court ordered OSHA to explain its reasoning in requiring in some instances a combination of engineering controls and respirators to lower exposures to 200,000 fibers. The BCTD argued workers should have the best respirator available, when required to wear them.

The court agreed. "Where the permissible exposure limit is conceded to leave a significant health risk, as is the case here, we wonder why OSHA has concluded that protection at the PEL level should be regarded as enough."

In response to other BCTD's concerns, the court ordered OSHA to:

- Clarify language regarding the resumption of periodic air monitoring by construction employers when a change in workplace conditions may result in exposures above the action level.
- Reconsider its refusal to require bilingual warnings and labels on asbestos products.
- Clarify exemptions from the regulations for small- scale, short-duration removal, demolition or renovation work.

MINIMUM WAGE

An Increase is Long Overdue

During the past seven years, while food, housing and clothing prices rose, one group of workers was left behind: those paid the $3.35 per hour minimum wage. It is time to adjust their wages to reflect the general increase in prices and wages since Congress last acted on the minimum wage.

While many fair-minded employers have increased wages over the last six years, others have not. They only adjust the wages of their lowest paid workers when Congress requires it, as Congress has done seven times in the past 50 years.

Congress is now considering two bills, S.837 in the Senate and H.R.1834 in the House, that would reverse the erosion in the minimum wage. These proposals would raise the minimum by 50 cents the first year (to $3.85), and by 40 cents in each of the two following years (to $4.25 and $4.65). Thereafter, the minimum wage would be adjusted every year to equal half the average wage of non-supervisory production workers.

Who is Paid the Minimum Wage?

Today, more than 8 million workers in America are paid the minimum wage of $3.35, as indicated by an analysis of the 1986 Current Population Survey. This includes both those paid hourly as well as workers receiving salaries. The salaried workers are ignored in the Labor Department's tabulations, resulting in a substantial undercount of low-wage workers. The two counts do have very similar demographic and economic compositions.

Minimum-wage workers are primarily adults. Eighty-four percent are age 18 or over.

Sixty percent are women, many the sole support of children. With a 46 percent share of all workers, women are vastly over-represented among minimum wage workers.

Black workers make up 13 percent of minimum wage workers while they are about 11 percent of the workforce.

Hispanics make up 7 percent of all workers and 7 percent of minimum wage workers.

Eighty-three percent of those paid the minimum wage are white, but this is slightly lower than their 86 percent share of all workers.

No manufacturing industry had a proportion of minimum wage workers higher than its share of total employment. This is another piece of evidence that the nation's living standards will decline if its industrial core is lost.

In contrast, five of the fifteen major service industries had a larger share of minimum wage workers than their share of all workers. Among service industries, the retail industry by itself had 43 percent of all minimum wage workers in the nation. The service sector as a whole (including retail) had 86 percent of the workers at or below the wage floor, compared to a 71 percent share of all wage and salary earners.

The inadequate level of the minimum wage—$3.35 an hour—makes it essential that other family members work in order to avoid poverty. Nonetheless, in 1986, 40 percent of minimum wage earners were the sole earners in their family or non-family household.

The failure to raise the minimum wage has contributed greatly to the high incidence of poverty among workers paid the minimum. Nearly 3 million minimum wage earners, or 35 percent of all those at the minimum, were in households below the poverty level last year.

Prices Advance, Minimum Wage Doesn't

When Congress last considered the issue of the minimum wage a decade ago, the second oil crisis and the subsequent round of inflation hadn't happened yet. Congress set four increases at that time: $2.65 in 1978, $2.90 in 1979, $3.10 in 1980, and $3.35 in 1981. To restore the purchasing power of the $2.65 minimum Congress established for January 1978, the minimum wage would need to be $4.85 an hour.

During this period employers have had to pay higher prices for electricity, materials, machinery and everything else. But so have their workers—and minimum wage workers particularly have been denied an adjustment to cope with changes in the cost of living.

The minimum wage is now 37 percent of the average hourly wage, its lowest level since World War II. Historically, Congress has established the minimum wage at a level between 48 and 59 percent of the earnings of the average non-supervisory worker in private industry. When Congress last acted the $2.65 an hour minimum was 52 percent of the $5.07 an hour average earnings of non-supervisory workers. If that same 52 percent relationship were restored today, the minimum wage would be $4.74 an hour. But because minimum wage workers have not kept pace with the salaries of other workers, they now earn $1.44 an hour less than if they had kept their 1978 relative position.

Working 40 hours a week, 52 weeks a year, a minimum wage worker would earn $6,968 annually, a sum that is $400 below the poverty line for a worker with a single dependent, and $1,930 below the poverty line for a family of three. A worker earning the minimum wage in 1981 would have to be paid $4.44 an hour today to buy as much as he or she could seven years ago.

Minimum Wage Increases Don't Cause Unemployment

Opponents of raising the minimum wage claim that a higher minimum would increase unemployment. Such an argument ignores both current and past experience. Unemployment is related to many factors, but not the minimum wage.

The minimum wage has been raised six times. Not once have predictions for increased unemployment come true. Instead, every time that the minimum wage was increased, employment rose as well. After the minimum wage was raised to $1.60 in 1968, total civilian employment rose 4.7 percent within a year, to 77.9 million. When it was raised in 1977, civilian employment increased 4.5 percent within one year, to 96.1 million. And when it was last increased in January 1981, civilian employment stood at 100 million and rose another three quarters of a million before errant government economic policy plunged the nation into recession in July 1981.

Also contradicted by real world events is the charge made by opponents of the minimum wage that teens lose jobs when the wage floor is raised, and, conversely, that a decline in the minimum would put young people to work. If this were true, then teen employment should have risen considerably during the 1980s because of the sharp drop in the minimum wage compared both to inflation and to average hourly earnings for all workers. In reality, teen employment dropped 10 percent or three-fourths of a million from 1981 to 1986. Even dividing each year's teen employment by its teen population in order to remove the effect of the decline in the number of teenagers (from a bit over 7 million in 1981 to 6.5 million in 1986) yields absolutely no change at all in the teen employment-population ratio over this period (44.6 percent), even though the minimum wage dropped 17 percent relative to average hourly earnings. So developments convincingly refute the notions that teens lose jobs when the value of the minimum wage rises, or that they gain jobs when its value falls.

The Minimum Wage Must Be Raised

The opposition of the Reagan Administration to raising the minimum wage amounts to an attempt to repeal the law by inaction. Over time, inflation has effectively lowered the minimum wage, a trend that will continue into the future if the minimum remains unchanged.

Lifting the floor under wages would bring a measure of economic justice to a significant portion of the American people. It would also benefit the entire nation.

The American market would be strengthened by the increased earnings of the nation's working poor, and relief rolls would be lightened. At present, many of those working at the minimum are legitimately receiving welfare payments.

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AFL-CIO LEGISLATIVE ALERT!

Minimum Wage vs. Maximum Greed

Congress Preparing To Debate The Minimum Wage: Will The Plight Of The Working Poor Be Eased?

This year, your members of Congress will be asked to vote on H.R. 1834 and S. 837, the Minimum Wage Restoration Act. Their votes will decide whether millions of low-income working Americans will be able to earn enough to raise themselves and their families above the poverty line.

1988 marks the 50th anniversary of the Fair Labor Standards Act, which in 1938 established a 25 cents an hour minimum wage. This land-mark legislation represented a commitment to the American belief that hard work should receive adequate reward. Since that time, Congress has periodically adjusted this amount to keep pace with the general economy, ensuring that every worker would be paid enough to achieve a decent minimum standard of living.

However, Congress has not enacted a minimum wage increase since 1977, and the last annual adjustment took effect in 1981, just as President Reagan took office. In the last seven years, the purchasing power of the minimum wage worker has seriously eroded, and in real dollars, is the lowest it ever has been.

The $3.35 per hour which became effective January 1, 1981 now buys 29 percent less than it did then. Today, it is worth only $2.36 in 1981 dollars. Assuming that the more than eight million minimum wage workers were able to put in 40 hours a week, 50 weeks a year -- and these are generous assumptions -- they would only be earning $6,700 a year. This is not even enough to hold one adult and one child above the poverty line.

Sadly, the call for improvement is even more urgent today than it was in 1938; and sadly, the same shopworn excuses that were used 50 years ago to block the 25 cent minimum are still being heard on Capitol Hill.

The arguments your congressmen are hearing from the Chamber of Commerce and the Reagan administration go something like this: 1) "If you raise the minimum wage, you will cause unemployment and hurt the people you want to help," and 2) "Anyway, these workers are mostly just middle-class kids earning pocket money, and they really don't need any more."

Unemployment: No theory has been more often and more fully disproven by the facts than the theory that an increase in the minimum wage causes massive unemployment. But, greedy employers and smoke-and-mirror economists have brought it back again.

The minimum wage has been raised six times. Not once have the dire predictions for a rise in unemployment come true. In fact, in 1966 the Secretary of Labor told Congress: "The record is that following the original establishment of the minimum wage -- after it was set at 25 cents in 1938, 30 cents in 1939, 40 cents in 1950 to $1 in 1956 -- employment in the United States always went up." And what happened after that?

In 1968, the minimum wage was raised to $1.60, and total civilian employment rose 4.7 percent within a year to 77.9 million. When it was raised in 1981 to $3.35, civilian employment reached 100.4 million, again a real increase.

This really shouldn't be so surprising. In 1893, Samuel Gompers, the first President of the AFL said: "The fact that in the end toilers must be the great body of the consumers, has been given little or no consideration at all." Obviously, people who have no money, can't spend it. When people who haven't been able to buy start buying, it creates more jobs.

As AFL-CIO President Lane Kirkland testified before Congress last October, "an increase in income to poor people is spent and spent quickly. They carry little money around, make few overseas trips, have little savings, and few banks offer them credit that has to be paid off -- in short, they spend every cent of what they earn and most of it in the local economy."

The Minimum-Wage Worker: Government statistics easily disprove the argument that minimum wage workers are young, middle-class teenagers making discretionary incomes.

Today, more than eight million workers in America are paid no more than the minimum wage of $3.35, as indicated by an analysis of the 1986 Current Population Survey. This includes both those paid hourly, as well workers receiving salaries. An additional six million workers received wages that were just above the minimum.

Contrary to business claims, 84 percent of these workers are adults, age 18 or over. In addition, 60 percent are women, many of them the sole support of children.

The inadequate level of the minimum wage makes it essential that there is more than one worker in the family. Nonetheless, in 1986, 40 percent of minimum wage

workers were the sole earners in their households.

In fact, 35 percent of all minimum wage workers were living below the poverty line, and an additional 22 percent hovered just above it. The majority of these workers are eligible for some type of government assistance: welfare, medicaid or food stamps.

These figures point to a group of greedy employers who are paying poverty wages and forcing taxpayers to subsidize their businesses. Adjusting the minimum wage will remove thousands of full-time workers from the public assistance rolls, and diminish this back-door taxpayer wage subsidy to the same American businessmen who so often decry the welfare state.

What You Can Do: H.R. 1834, the House bill, will be voted on by the full Education and Labor Committee in early March. It is expected to advance quickly to the House floor.

This legislation would raise the minimum hourly wage from $3.35 to $3.85 in 1989, $4.25 in 1990, and $4.65 in 1991.

Members of the House Education and Labor Committee, and your representative should be contacted. Urge them to support H.R. 1834 and to oppose any effort to weaken the bill.

Bill To Save Textile And Apparel Jobs May Soon Be Considered By The Senate

Last year, on September 16, the House voted 263-156 to pass H.R. 1154, the Textile and Apparel Act of 1987. S. 549, the Senate version, could be brought to the floor at any time. Both of your senators need to be told that, if passed, this vital legislation would help save the jobs of thousands of textile and apparel workers.

Since 1980, over 390,000 American workers have lost their jobs due to the enormous quantity of cloth, clothing and shoes which have entered the country. Textile imports are also a major cause of the staggering U.S. trade deficit. In fact, the U.S. textile/apparel trade deficit in 1986 was $21 billion -- 12.5% of the nation's overall trade deficit. According to the Congressional Office of Technology Assessment (OTA), out of all industrialized nations, the U.S. has been particularly lax in using existing agreements to limit the flood of imports from low-wage countries. This "has had the effect of channeling developing-nation textile exports into the U.S. market." America has become the dumping ground for imports blocked from entering Japan and Europe.

The OTA's report also dispels the myth that consumers are benefiting from cheap imports. "Even though it may cost producers only one-fifth as much to make their goods abroad, the U.S. consumer may not necessarily enjoy a similar reduction in price." In fact, "many imported blouses, shorts and shirts actually cost more than their U.S.-produced counterparts." Importers and retailers are simply pocketing these outrageous profits, thus squeezing both consumers and their domestic competitors.

It is, therefore, no surprise that many business representatives are waging a vigorous campaign against Senate passage. However, both the House and Senate versions of the Textile and Apparel Trade Act were carefully crafted to address the stated objections to the textile bill which was vetoed in 1986.

The new bills are consistent with the General Agreement on Tariffs and Trade (GATT); do not target specific countries; and give the President the power of flexible response, including the authority to negotiate compensation.

Without effective legislative regulation of imports, the U.S. fiber, textile and apparel industry, now the most productive in the world and the country's largest manufacturing employer, could be extinct by the end of the century.

What You Can Do: Write to both of your senators. Ask them to support S. 79, the Textile and Apparel Act of 1987, when it reaches the Senate floor.

Airline crews battle union-buster

Protest rallies in hub cities to challenge Lorenzo tactics

Bal Harbour, Fla.—The AFL-CIO called on union members across the country to rally to the support of Eastern Airlines workers fighting pay, safety and service cutbacks.

The unions involved stressed that they want trade unionists to continue to fly Eastern—but to let everyone know when they do that they protest Eastern management's treatment of its employees.

Members of three unions—Machinists, Pilots, and flight attendants represented by the Transport Workers—are in a survival battle against Texas Air Corp., which took over Eastern and is trying to beat its union workforce into submission.

While Texas Air Chairman Frank Lorenzo was demanding a new round of wage cuts in contract negotiations with the Machinists, he contracted with a cargo airline to provide strikebreaker flight crews if the IAM struck and the other unions supported the Machinists.

Rallies planned

Protest rallies and demonstrations being planned for Texas Air's "hub cities" should have the support of all union members and the traveling public, the AFL-CIO Executive Council urged.

"If Eastern's owners succeed in crushing the unions of the skilled employees who have made its safety and schedule-keeping records second to none, the effect would spread throughout the airline industry," the council warned. It would reduce "not only wages and working conditions but passenger safety, comfort and convenience as well."

At the request of the three unions, a blue-ribbon Citizens Commission of Inquiry has been formed to probe the Texas Air operation and report to the public. Georgetown University Law Professor Eleanor Holmes Norton, former chair of the federal Equal Employment Opportunity Commission, will head the group. Its members include former Sec. of Labor W. Willard Wirtz.

The Jobs for Justice coalition and APEAL—standing for Abused Passengers & Employees Against Lorenzo—are planning activities in key Texas Air cities. The

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TWU Local 533 President Mary Jane Barry displays T-shirt with a message.

AFL-CIO news

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Letter Carriers President Vincent Sombrotto brings postcards backing Hatch Act reform to Senate hearings. Postal Workers President Moe Biller, left, and Oklahoma NALC president Steve Thrower, right, urged passage.

Hatch Act reform called vital to public worker basic rights

Public-sector unions pressed for quick Senate action to free more than 3 million federal and postal workers from political restrictions imposed by antiquated provisions of the Hatch Act.

They urged the Senate's Governmental Affairs Committee to approve intact Hatch Act amendments the House passed last November. The 305-112 vote demonstrated substantial bipartisan support for Hatch Act reform despite Reagan Administration opposition.

If the bill becomes law, federal and postal workers would continue to be protected from political pressure by their supervisors or the party in power. That was the intent of the Hatch Act when it was adopted nearly a half-century ago.

But they would be able to participate voluntarily in political activities that are now forbidden—so long as they do so off the job, out of uniform and away from the workplace.

Public workers want that right, Letter Carriers President Vincent R. Sombrotto testified as aides wheeled in boxes of postcards from NALC members responding to a poll on Hatch Act reform carried in the union's publication.

The tally was 93 percent in support of changing the law, Sombrotto testified.

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Council sounds call for trade bill action to salvage U.S. jobs

By John M. Barry

Bal Harbour, Fla.—The need to solve the huge U.S. deficit in international trade was a recurring theme at the winter meeting of the AFL-CIO Executive Council.

It was central to council statements calling for quick enactment of the textile trade bill and omnibus trade bill now before a congressional conference committee, opposing the U.S.-Canada Free Trade Agreement and condemning the maquiladora twin-plant program for exploiting workers on both sides of the Rio Grande. All cited the stakes: the jobs and job opportunities of millions of Americans.

At his news conferences, Federation President Lane Kirkland cited the "staggering" trade deficit of more than $171 billion for 1987 reported by the Commerce Dept.

References to the trade imbalance arose in nearly every council discussion with visiting government figures and with a panel of prominent economists.

Action slated

House Speaker Jim Wright told the council he would do his best to press the omnibus trade bill, and the congressional leadership has since announced plans to complete conference committee action by Mar. 23 and bring the measure to a vote in both houses by Apr. 1.

Kirkland noted that Wright had defended the so-called Gephardt Amendment to the trade bill as promoting expanded trade rather than "protectionism" in its aim of opening up foreign markets that are now closed to American goods.

That point drew agreement from the panel of economists—Robert Kuttner, economics editor of the New Republic magazine; Pat Choate, vice president of TRW Inc., and Stephen Marris, senior fellow at the Institute for International Economics and formerly chief economist of the Organization for Economic Cooperation & Development.

Choate, for example, noted that those who argue that the trade bill is protectionist fail to consider that "most of the protectionist stuff is already on the books."

The trade issue was a key part of the panel's discussion with council members, which covered the broad range of problems created or exacerbated by the Reagan Administration's policies, including the

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Potential losses in Canadian pact raise concerns

American workers have little to gain and potentially much to lose from the U.S.-Canadian trade agreement, the AFL-CIO testified at House hearings.

The so-called free trade pact signed by President Reagan and Canadian Prime Minister Mulroney on Jan. 2 requires changes in U.S. and Canadian laws to take effect, and the labor movements of both countries have declared their opposition.

AFL-CIO Research Director Rudy Oswald told a House Commerce subcommit-

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Reagan sees only roses for economy

Proposals ignore huge budget and trade shortfalls

By David L. Perlman

President Reagan sent Congress an election-year budget and economic forecast that pastes a rosy picture of progress and prosperity over a reality of continued unemployment, huge trade and budget deficits and unmet public needs.

The budget the President proposed for the 1989 fiscal year that starts next Oct. 1 stays under the deficit ceiling set by Congress—at least on paper. To reach its target, it assumes higher economic growth and lower inflation than most economists anticipate.

AFL-CIO Research Director Rudy Oswald said the Reagan Administration is obviously trying not to rock the economic boat until the presidential election, choosing to leave festering problems to the next President. But he warned that the legacy of seven Reagan years—massive deficits in trade and the federal budget—strips the government of its usual weapons to cope with an economic downturn.

Sale of assets

Running through both the budget and the report of the President's Council of Economic Advisers, Oswald noted, is a continued trend of "privatization."

The Administration counts anticipated revenue from the sale of Amtrak, Naval oil reserves and the Alaska Power Administration to reduce its projected budget deficit even though Congress is not likely to go along.

Budget savings would also be achieved by doing less. Mass transit funding would be slashed drastically. Transit operating subsidies would be phased out for cities, but not for rural areas. The Administration's explanation is that the subsidies "finance increased wages and declining labor productivity."

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Rules adopted for organizing responsibility plan

Bal Harbour, Fla.—Rules of procedure were adopted by the Executive Council to govern the handling of organizing disputes under the AFL-CIO Constitution's new Article XXI.

First promulgated by the council in February 1986, the organizing responsibility plan seeks to resolve organizing competition among affiliated unions through the use of mediators and arbitrators. It follows the pattern of Article XX of the Constitution which has proved successful in resolving raiding disputes over existing bargaining units.

The organizing disputes program was developed in response to a recommendation of the Committee on the Evolution of Work, which deplored the competition of unions in organizing as wasteful of labor's resources.

The federation's 1987 convention incorporated the plan into the Constitution as Article XXI which, in Section 4, directs the Executive Council to develop detailed rules of procedure to implement the plan.

Where machinery already exists for resolving organizing disputes, such as among the construction unions, Article XXI provides for affiliates to comply with such an agreement first before invoking the Article XXI organizing responsibility procedures.

The rules and criteria approved by the council at its winter meeting here are essentially those under which the ORP system has been operating, with minor modifications. In presenting the recommendations of the review committee, Sec.-Treas. Thomas R. Donahue said the committee had found the system generally to be "working well."

Notice requirement

The Article XXI organizing responsibility procedures may be invoked by any affiliate actively engaged in organizing a group of workers and seeking to become exclusive bargaining representative. To invoke the procedure, a principal officer of the union must give notice to the AFL-CIO president with copies to other affiliates involved or likely to be involved in organizing the same group of workers.

The mediator to whom the matter is referred must bring the parties together within 14 calendar days and attempt to gain agreement on a solution. If the mediator determines that the controversy can't be resolved within a 14-day mediation period, the matter will be referred to an umpire. A hearing will be conducted by the umpire within 14 days, giving all parties a chance to present evidence bearing on their claims.

Within 10 days after the hearing, the umpire will issue a final and binding award. If the umpire finds either (1) that one of the unions involved began a full-fledged organizing campaign significantly before any other union and has a reasonable chance to succeed, or that (2) in any other case one affiliate is significantly more likely to gain majority support from the employee group than any other affiliate involved in the case, the umpire will enter an award so stating.

The affiliate in whose favor the award is issued will have the sole right to seek to become the exclusive bargaining representative of the employee group in question for one year, unless the umpire for good reason designates another period. If the umpire decides that neither of the situations cited is true, the award will affirm the right of all interested affiliates to seek to organize the employee group in question.

Several specific criteria are spelled out by the council to be included in the factors considered by the umpire in reaching a decision. The rules also authorize the AFL-CIO president to extend any time limit if the president feels that will more readily bring about an early settlement or determination of a dispute. Also, where there are pressing reasons for a quick settlement, the president may shorten any time limit or eliminate the mediation process and refer the dispute directly to one of the impartial umpires.

Mediators in place

Alan Kistler, former director of the AFL-CIO Dept. of Organization & Field Services, currently is the leading mediator under the organizing responsibility procedures, with Jack Gentry, the mediator for the Article XX internal disputes plan, designated as alternate. Former AFL-CIO Vice Presidents Douglas Fraser and Glenn Watts serve as permanent umpires, and Article XXI provides for the use of ad hoc mediators and umpires in some circumstances.

Copyright treaty ratification asked to protect works

Bal Harbour, Fla.—Authors and creators of literary and artistic works are entitled to the highest degree of copyright protection —in the United States and throughout the world, the AFL-CIO said.

The Executive Council urged the Senate to take a big step toward that goal by ratifying the Berne Convention, the international agreement on copyright protection. Besides the United States, the Soviet Union and China are the only major nations that have not subscribed to it.

Failure to ratify, the council noted, has been costly to U.S. copyright holders and the people they employ. "Many foreign countries give U.S. copyrighted works inadequate protection or no protection at all," the council statement said.

Besides providing economic protection, the Berne convention "recognizes the important 'moral right' of creators to protect their work from unauthorized alteration or mutilation," the council statement stressed.

The council also urged modification of the "work for hire" doctrine so as to assure that artistic works created in an employment or "collaborative" situation are not denied moral rights protection.

It said U.S. copyright law should be amended to give performers copyright protection of sound and video recordings of their performances and to prevent all "unauthorized or uncompensated" reproduction of copyrighted material.

Clean air standards sought in workplaces

Bal Harbour, Fla.—Citing growing concern about the condition of air that millions of workers breathe, the AFL-CIO called for testing of office environments and the development of government standards on indoor air quality as a step toward reducing worker ailments.

The Executive Council urged private industry and federal, state and local governments to provide for the identification and correction of workplace air quality problems and for the maintenance of acceptable indoor environments.

The council pointed out that studies have shown adults in the United States and Canada "spend about 90 percent of their time indoors and as much as 60 percent of that time in their workplaces."

AFL-CIO unions representing "white-collar and service industry workers have documented employee health problems linked to air contamination ranging from chronic respiratory ailments, headaches and fatigue to life-threatening illnesses," the council noted.

Scientific studies of the hazards of indoor air pollution have raised questions about the quality of air in offices, the council said, indicating that even in new buildings, "bad design and inadequate, poorly maintained ventilation systems can contribute to polluted indoor air that contains known toxic contaminants, bacteria, viruses and allergy-causing funguses."

Economists at council session discuss problems that confront nation in post-Reagan era. From right: Robert Kuttner of New Republic magazine, Pat Choate, TRW Inc., and Stephen Marris of Institute for International Economics.

U.S. maritime buildup goals linked to national security

Bal Harbour, Fla.—Congress and the Reagan Administration should act promptly on the recommendations of the Commission on Merchant Marine & Defense, the Executive Council said.

The commission called for establishment of a national maritime policy that reaffirms the ongoing need for a strong merchant marine fleet, shipbuilding and ship repair industry. It stressed the vital link between an active merchant marine and the country's national security needs.

The commission's report, which included specific proposals and recommendations to improve "ship operating, shipbuilding and ship repairs segments" of the industry, deserves the attention of the Administration and Congress, the council said.

The commission also proposed that merchant ship construction in U.S. shipyards be established under a congressional "procure and charter" program. In cooperation with the Maritime Administration and Dept. of the Navy, vessel operators and shipbuilders would design and construct commercial ships that would also meet the nation's military needs, the report said.

More flexibility

The commission report pressed for the revitalization of U.S.-flag participation in foreign trade through operating differential subsidies that ensure "more flexible and competitive" U.S. participation and called for tariff reform to apply to the repair of U.S.-flag merchant ships in foreign facilities.

Other recommendations included:

- Greater American access to international cargo by imposing sanctions against foreign countries that discriminate against the United States or by negotiations to remove impediments to U.S. foreign trade.

Existing cargo preference programs should be expanded to include all government or government-impelled cargo "to increase cargo availability for U.S.-flag operators and to stimulate merchant ship construction," the report said.

- Extension of the Jones Act to require the use of U.S. tankers for all commercial trade within the U.S. 200-nautical-mile Exclusive Economic Zone.

The prohibition on the export of U.S. crude and refined oil also should be maintained, the report noted.

- Changes in government policies covering the solicitation of bids for military sea transport to result in a uniform rate system similar to tariffs paid by commercial shippers.

- Establishment of a private-public sector effort to improve the efficiency and competitiveness of the U.S. maritime fleet.

Mediation found helpful tool in internal disputes

Bal Harbour, Fla.—Mediation continues to prove effective as a means of settling internal disputes between affiliates under Article XX of the AFL-CIO Constitution and also under Article XXI, the new organizing responsibility procedures.

Sec.-Treas. Thomas R. Donahue, in presenting the review committee's annual reports, said that under Article XX, the Internal Disputes Plan, 49 new cases were filed during 1987 with 21 pending at the start of the year.

Twenty-two cases were settled in mediation and 29 were pending at that level at the end of the year. The umpires found violations in six cases and no violations in seven, with six cases pending. Determinations of the umpires were upheld in 11 appeals cases, one appeal was withdrawn and seven were pending.

There were 17 noncompliance complaints pending at the beginning of the year and two new complaints were filed in 1987. Subcommittees achieved compliance in one case and the complaint was withdrawn in another. Eight pending noncompliance cases were listed as active and nine as inactive.

Subject to sanctions

Two organizations were listed as remaining in noncompliance with the decisions of impartial umpires and subject to sanctions under Article XX—the National Association of Broadcast Employees & Technicians and the National Union of Hospital & Health Care Employees.

Under the Article XXI organizing responsibility procedure, 24 cases were filed in 1987 and four were pending from 1986, the year in which the plan was initiated. Mediation achieved settlement of 13 disputes and umpires' decisions resulted in grants of exclusive rights in eight cases and no grants of rights in three. At the end of the year, four cases were pending.

Beverage warning labels opposed

Bal Harbour, Fla.—Congress should reject proposals to impose warning labels on beer and alcoholic beverages, and instead provide increased funding for programs that promote responsible attitudes toward alcohol consumption and provide urgently needed treatment and rehabilitation for alcohol abusers, the AFL-CIO said.

The Executive Council noted that alcohol abuse is a serious illness affecting many thousands of Americans, and that the "reasons for alcohol abuse are complex and varied, and they cannot be addressed by a few words on a small label on a can or bottle."

The use of such "vague language on small warning labels," would have no effect on those addicted to alcohol, and would serve only to provide the federal government with an excuse for not taking more effective action to prevent alcohol abuse and help its victims, the council statement said.

The federation has supported the federal government's authority to warn citizens about potential dangers to their health and safety, it was noted. But it warned that the "value of this tool and its credibility should not be eroded by use in areas where it could be potentially inaccurate and ineffective."

Study cited

In an accompanying background paper, the council said that in 1980, the Health & Human Services and the Treasury Depts. studied the viability of warning labels on alcoholic beverages and "concluded they were not warranted. No new evidence has been presented to support a change in that position."

The council pointed out that the "production, distribution and retail sale of beer alone is a major industry that provides jobs to more than 100,000 members of AFL-CIO unions."

Central America accord keyed to ending conflict

Worker rights vital to democratic progress

Bal Harbour, Fla.—The AFL-CIO reaffirmed its support for a peaceful resolution of the conflict in Central America based on the goals contained in the Central American Peace Accord and reiterated its backing of the trade union efforts in that region to bring about democratic governments that can assure human and worker rights.

It further underscored the need for various nations of that region to change their policies regarding worker rights, free elections and land reform. The tripartite Central American Development Organization (CADO) should be the conduit for increased economic and development aid, the AFL-CIO reiterated.

The Executive Council noted that the Peace Accord calls for negotiations between the Central American governments and their respective oppositions, an end to outside military aid to insurgent groups and the implementation of democracy, including freedom of association, freedom of the press and free and honest elections.

The council statement supported the call of the Nicaraguan Confederation of Trade Union Unity (CUS) for the withdrawal of U.S. military aid to the Contras and an end to Soviet/Cuban military assistance to the Sandinistas.

The council stated its agreement with President Oscar Arias, principal author of the Peace Accord, that "now that aid has been cut to the Contras, we must also ask the Soviets as well as the Cubans and all those who have been supporting the guerrillas in El Salvador and Guatemala to cut that aid."

The council endorsed the criteria developed by the Confederation of Central American Workers (CTCA) for evaluating government compliance with the democratization provisions of the Peace Accord, and noted that similar specific criteria were adopted by the House of Representatives.

Workers' rights

Besides the freedom of the press, freedom of association, full human rights and free, fair elections, the CTCA criteria included the "right of workers to join unions of their choice, to publish and distribute literature, to choose their own leaders, to strike, to bargain collectively, to organize free of government coercion or interference, to obtain legal representation and to mount peaceful public demonstrations."

In Nicaragua, the federation expressed its full support for CUS's call for fundamental changes that include:

- Ending the state police policy of mob harassment, arbitrary arrest and torture of political dissidents.
- Independent status for the Sandinista party-controlled trade unions.
- Full freedom of movement and association.
- Dismantling of "defense committees" and other institutions of political coercion which control access to food and other necessities.
- Separation of the military and judiciary from Sandinista-party control.

On El Salvador, the council described an "intransigent and violent right that continues to dominate the judicial system and a Marxist-Leninist guerrilla movement that seeks power through armed struggle."

While El Salvador has met most of the CTCA criteria, there are "disturbing reports of increases in death squad and political killings and disappearances."

Failure to reform

"We are dismayed and angered by the government's failure to reform the judicial system and by continuing resistance to prosecution of high-ranking military officers responsible for human rights violations," the council said, citing the deaths of Michael Hammer and Mark Pearlman of the American Institute for Free Labor Development and campesino union leader Rodolfo Viera in 1981.

The AFL-CIO vigorously protested the release from prison of the two soldiers convicted in the murders of Hammer-Pearlman-Viera. U.S. military aid to El Salvador should be suspended until its judicial system is significantly reformed, it said.

Further, the council said, the Salvadoran government must reinstitute a "vigorous implementation of land reform to assure dignity and self-sufficiency to the campesinos. The Phase III program should be completed as indicated for 56,000 beneficiary families who have been promised definitive titles as of 1986."

On other nations:

Honduras—While the government has long abided by the democratization criteria developed by CTCA, a full investigation of reports of drug trafficking by elements of the country's military is needed. The council backed the call of the Confederation of Honduran Workers for full compliance with the Peace Accord, including denial of use of Honduran territory by the Nicaraguan Contras.

Panama—Suppression of the free press and the right to peaceful assembly by citizens, opposition parties and other civic organizations has drawn the "deep concern" of the International Confederation of Free Trade Unions.

The AFL-CIO reaffirmed its support of the Panama Canal Treaty, pledged to support the ICFTU-affiliated Confederation of Panamanian Workers in "defense of freedom and democracy," and said it would continue monitoring the situation there in coordination with ORIT, the Inter-American Regional Organization of Workers.

Guatemala—"Death squads too often solve labor and political disputes with murder rather than negotiation," the council stressed. It scored the Ministry of Labor's denial of legal recognition to numerous unions and the overturning of national convention elections of the ICFTU-affiliated Guatemalan Confederation of Trade Union Unity.

Haiti—"The AFL-CIO salutes the brave citizens of Haiti," the council said, who were shot down by terror squads while trying to vote. Until the Haiti government permits truly free and fair elections, it should be removed from the Generalized System of Preferences which provides favorable tariff treatment for certain countries.

Labor Sec. Ann McLaughlin responds to council members' questions after outlining her approach to administration of the Labor Dept.

Council actions stress link between trade and job gaps

Continued from Page 1

housing depression, the decaying infrastructure, educational and job training needs, unemployment and a growing underclass.

Internal matters taken up by the council in the second half of its winter meeting and covered in detail elsewhere in this issue included the designation of the Rev. Theodore Hesburgh, former president of the University of Notre Dame, to receive the 1988 Murray-Green-Meany Award.

The council approved rules and procedures to govern the organizing responsibility plan adopted by the 1987 AFL-CIO convention to resolve disputes among affiliates over new bargaining units. It also approved continuation and funding of the Labor Immigrant Assistance Project in Southern California. The project has become a model for helping eligible immigrant workers gain compliance with the new federal amnesty law. At the same time, it has introduced thousands of immigrant workers into organized labor as associate union members.

Closing statements

Statements approved by the council in the final days of its meeting included a tribute to the March of Dimes on its 50th anniversary, support for efforts to reduce acid rain, an appeal for effective programs to deal with alcohol abuse rather than warning labels on beverage bottles, a call for development of standards for indoor air quality, and support for steps to strengthen protections for copyrighted works and their creators.

In international affairs, the council reiterated the federation's support for the Central America Peace Accord—the Arias Plan—and for increased economic and development aid for the region through the Central American Development Organization.

Another statement called on Congress and the Administration to begin putting into effect the recommendations of the Commission on Merchant Marine and Defense to improve the status and viability of the U.S. maritime industry.

On specific trade union concerns, the council pledged strong support to members of AFL-CIO unions engaged in critical negotiations with Eastern Airlines, United Press International, and the Detroit newspapers.

Committee reports

Sec.-Treas. Thomas R. Donahue presented a series of reports to the council covering the federation's finances, the activities of the Committee on the Evolution of Work, and the operations of the disputes procedures under Articles XX and XXI of the AFL-CIO Constitution. Other reports were given by Vice Presidents Vincent R. Sombrotto on community services, William Winpisinger on older and retired workers, and John Sweeney on organizing.

Contributions were approved for the American Veterans Committee, Center for National Policy, American Family Celebration, Consumer Energy Council of America, Consumer Federation of America, Economic Policy Council, Full Employment Action Council, Health Security Action Council, Joint Council on Economic Education, Labor Heritage Foundation, Leadership Conference On Civil Rights, Mitchell Family Foundation, National Housing Conference, National Low-Income Housing Coalition, National Urban Coalition, National Urban League, New Leader, Samuel Gompers Papers, Southern Labor Institute, Southern Regional Council, and United Negro College Fund.

The spring meeting of the Executive Council will be held May 16-17 in Washington and the summer meeting Aug. 23-25, also in Washington. The 1989 AFL-CIO convention will be held at the Sheraton-Washington Hotel in Washington Nov. 13-16.

Referred resolutions dealt with by council

Bal Harbour, Fla.—The Executive Council handled three of the remaining nine resolutions referred to it by the 1987 AFL-CIO convention, rejecting one and finding that no action is required on two.

The council voted nonconcurrence with a resolution calling for mandatory affiliation of all local unions with their respective central bodies. The council noted that it could not impose such a requirement without constitutional authority, which it does not have.

Another resolution urged a national march on Washington in the fall of 1987 to focus attention on the 1988 presidential election campaign. Since the issue is now moot, because of the time proposed, no further action was deemed necessary.

A resolution calling for the federation to undertake a high-tech organizing program also was found to be moot since the Dept. of Organization & Field Services already is engaged in organizing activities that focus on employees of high-tech firms.

Canadian pact called too one-sided

Continued from Page 1

tee that the agreement should be rejected because it won't reduce either the huge trade imbalance or the exchange rate differential which helped cause it.

"How can American industry and agriculture hope to compete on a fair and equitable basis when the current exchange rates have the effect of conferring a 28 percent cost advantage on Canadian products?" Oswald asked.

In Canada, the exchange rate differential operates like a tariff and adds 28 percent to the cost of American goods. But in the United States, he noted, the different value of the dollar gives Canadian goods a substantial advantage over U.S. products.

Oswald's testimony followed an AFL-CIO Executive Council statement that "market forces" can't be counted on to reduce serious trade imbalances.

He noted that the agreement leaves intact "a whole series of Canadian practices that discriminate against U.S. production," and in fact the pact solidifies the inequities by prohibiting new measures to regulate trade.

In exchange, Canada would allow greater access for U.S. investments and services. But Oswald pointed out that this reciprocal access has little impact on jobs.

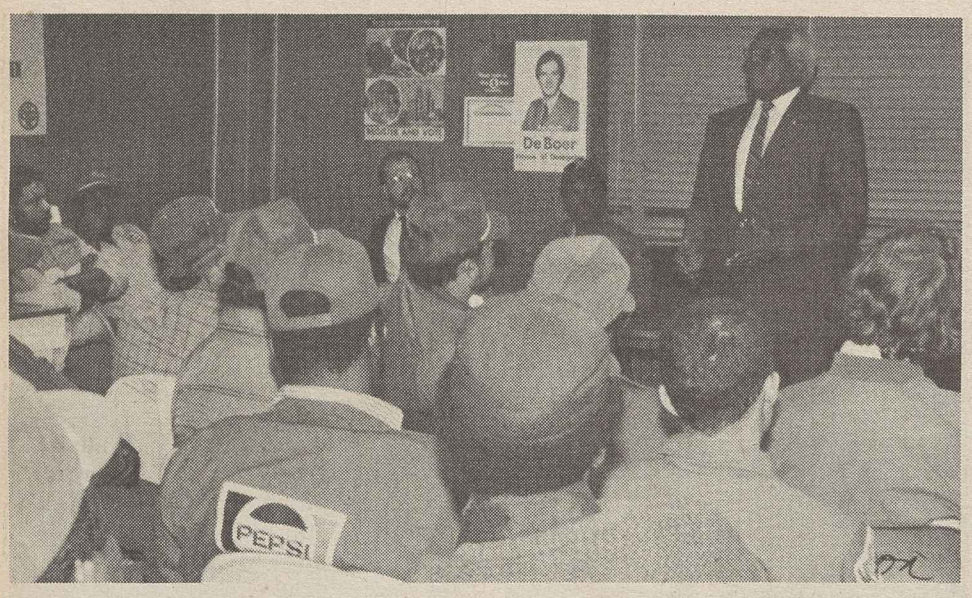
Other aspects of the agreement specifically criticized in the statement and Oswald's testimony included:

- Existing inequities in the 1965 auto agreement between the United States and Canada would be continued, while the growing use of parts imported from third countries would not be effectively curbed.
- Tariff rate advantages for Canada could remain for up to 10 years; the U.S. customs-user fee for Canada, which only amounts to a token 0.17 percent, would be phased out.
- U.S. government procurement that would be open to bidding from Canadian firms would be six times greater than the reciprocal market for U.S. products.
- U.S. energy independence would be weakened by allowing the export of 50,000 barrels per day of Alaskan oil, and U.S. immigration law would be weakened to allow in more "business and professional" persons from Canada.

"At the very least," Oswald said, the United States should insist on reciprocal treatment in trade. Since the agreement with Canada "falls far short of even that modest goal," he said, "it should be rejected by Congress."

He also expressed concern that the Canadian agreement would become "a blueprint for bilateral negotiations with other countries."

Oswald said recent statements by President Reagan and Vice President Bush suggesting a free trade agreement with Mexico underscore labor's concern. "The United States can ill afford to ignore the damage done to the domestic manufacturing sector by one-sided trade agreements," Oswald declared.



Rev. Curtis Harris, pastor of Union Baptist Church and head of the Virginia Southern Christian Leadership Conference, rallies Pepsi workers.

Pepsi workers gain support of community in contract bid

Petersburg, Va.—After winning union representation five months ago, workers at the Pepsi-Cola Bottling Co. plant are still waiting to sit down with company officials to negotiate a first contract.

But Pepsi's delaying tactics have touched off protests from community and religious leaders.

Last September, production and maintenance workers voted for the Machinists in a close election. But the bottling company has refused to bargain and is stalling the negotiations to wear down workers' solidarity, the union charged.

The firm complained to the National Labor Relations Board that union supporters held a "pep rally" outside the polling area when the election was held. IAM Local 10 won by a 50-49 vote.

The Pepsi workers are predominantly black, and earn hourly wages of just $4-$6, the IAM local noted. Other problems at the plant include inadequate health and pension benefits and favoritism in promotions and assignments.

Sec.-Treas. Daniel G.LeBlanc of the Virginia AFL-CIO told a rally of supporters at the Petersburg central body headquarters that the state federation and its affiliates will stand behind the workers' fight to win full union representation.

The company's delaying tactics make "a travesty of the democratic process," LeBlanc charged, and "by attempting to delay recognition of the union, they are saying to their employees: 'your opinion doesn't count.' "

Rev. Curtis Harris, who heads the state Southern Christian Leadership Conference, told the Pepsi workers he was losing patience with the plant and its stalling tactics. He added that while he did not want the plant to close, "we would rather see no plant than to see a plant that operates a slave mill."

The AFL-CIO Dept. of Organization & Field Services is working with a coalition of religious, labor and civic leaders to persuade the bottling company to begin good faith negotiations. A seven-member committee is meeting with management representatives this week to encourage the firm to drop its NLRB complaint.

The NLRB has begun hearings on the company's claim that workers who opposed the union were intimidated by union supporters. Another company charge of harassment and vandalism by the union was dismissed by the board.

March of Dimes hailed on 50th anniversary

Bal Harbour, Fla.—The AFL-CIO paid tribute to the March of Dimes on its 50th anniversary, lauding the group's philosophy "that places the highest value on human life" and pledged labor's support in its continuing work.

"The March of Dimes campaign to find a cure for polio achieved victory in 1955 when Dr. Jonas Salk announced the discovery of the first effective polio vaccine," the council noted.

The fight against birth defects and infant mortality has become the new mission for the March of Dimes, with its goal to assure "that every child can be born in good health," the council noted.

Women voice concerns on workplace hazards

Conference speakers assail double standard

By Arlee C. Green

The second annual Women Taking Charge conference focused on how government and business are addressing—or failing to address—women's concerns about occupational health risks.

The two-day Washington conference, found a key challenge in educating women about the occupational hazards they face, said Deborah Berkowitz, safety and health director of the AFL-CIO Food & Allied Service Trades Dept. Once that is done, she said, women can begin strongly advocating changes in the workplace and promoting policy initiatives needed to improve the work environment.

The conference brought together representatives of unions, women's and consumer groups, government, industry and health organizations.

Keynote speaker Eula Bingham, dean of Graduate Studies & Research at the University of Cincinnati and a former administrator of the Occupational Safety & Health Administration, cited three major health concerns of working women—occupational health hazards, reproductive hazards and stress.

"Invariably, concerns raised by women workers in traditionally women's jobs are considered trivial and dismissed out of hand . . . it is assumed it's mass psychogenic hysteria," she told the audience. Consequently, she said, in jobs predominantly held by women, business turns the deaf ear and blind eye to job hazards.

Reproductive hazards

Discussing reproductive hazards, she decried the "woeful lack of data on chemicals and their effect on the reproductive system" and indicated that government agencies are biased toward regulating those chemicals that are hazardous to the male reproductive system. "If the people at OSHA had ovaries, they might do things a little differently," she said.

She identified stress as a "complex psycho-social, cultural, occupational issue" that is one of the "most intractable problems we face as women." Bingham singled out child care concerns as a cause of stress.

Sen. Howard Metzenbaum (D-Ohio) enlisted the women's support for the upcoming battle over the high-risk occupational disease notification bill, saying that it will be fought by the Reagan Administration and some business groups even though it will save lives and save the government and business money. Other business groups —including the Chemical Manufacturers Association—support the bill.

A panel of government representatives discussed current policy approaches to workplace health, while a labor panel rebutted their remarks in part by evaluating current programs. On that panel were AFL-CIO Industrial Hygienist Diane Factor and Food & Commercial Workers Vice President Beth Shulman.

A media panel discussed press problems in covering women's workplace health issues. And a fourth panel focused on how to reduce crippling injuries in the workplace. That panel included Berkowitz, and Janet Erks, who had both wrists bandaged because of tendinitis. She works on the knife boning line at John Morrell & Co. meatpacking plant in Sioux Falls, S.D., and is a safety committee member of UFCW Local 304A.

Serious injuries

Erks pointed out that in 1987 at a sister plant in Sioux City, Iowa, there were 150 injuries for each 100 workers, and more than half the workforce in her plant has carpal tunnel syndrome, a disabling disease caused by repetitive motions.

Communications Workers Safety Director Marsha Love discussed what can be done to address workplace stress. She noted some bargaining units have set up work-family committees to aid workers with family-related problems. Such intervention has helped save jobs, solve problems and boost productivity.

Participating in four workshops held on the second day were moderator Lana Kata, safety director for the Government Employees, and Laura Kenney, Service Employees New York State health and safety project director on the topic infectious diseases: the threat in the health care field.

Karyl Dunson, a safety committee member of Oil, Chemical & Atomic Workers Local 4-243 and a refinery worker at Mobil Oil Corp. in Beaumont, Tex., described infant morbidity and the extent of reproductive hazards faced by workers there.

A workshop on right-to-know laws and the federal hazard communication standard questioned how well they are working. Participants included moderator Lori Abrams, a FAST safety specialist; the AFL-CIO's Factor and Jim Moran, associate director of the labor-backed Philadelphia Project on Occupational Safety & Health.

AFL-CIO Safety Director Margare. Seminario participated in the closing panel in discussing actions needed to turn women's workplace concerns into policies.

Wire Guild seeks guarantees on jobs from new UPI owner

United Press International workers represented by the Newspaper Guild face new uncertainty after controversial Mexican publisher Mario Vazquez Rana sold control of the financially troubled wire service to an investment firm, WNW Group Inc.

The announcement came a day after an AFL-CIO Executive Council statement condemned "UPI's callous treatment of its employees" and called on Vazquez Rana to "bargain in good faith and sign a new contract with the union."

More than 100 of UPI's 850 domestic employees have been dismissed since the company declared an impasse in negotiations on a new contract last October.

Wire Service Guild spokesman Dan Carmichael said the union intends to go ahead with nationwide informational picketing against UPI by employees and other AFL-CIO unions on Mar. 2, the first anniversary of beginning of negotiations on a new contract.

Under the sale, WNW Group, headed by Dr. Earl W. Brian, will have complete operating control of UPI for a minimum of 10 years. Brian also heads a separate holding company that controls Financial News Network.

Officials of the Wire Service Guild said the unusual shift of control, rather than an outright sale of ownership, may have been intended to circumvent a 1986 agreement by Vazquez Rana that he would give the union the first rights to purchase the company.

Union representatives were told by the new UPI officials that there is a freeze on hirings and firings until a new business plan is developed, but with no guarantee against layoffs thereafter. The union asked that its old contract be reinstated pending agreement on a new contract.

Guild President Charles Dale, speaking after the AFL-CIO action, said the Wire Service local "has bent over backwards trying to negotiate a new contract" but said UPI engaged in a bargaining program "with one goal in mind—union busting."

Former OSHA Administrator Eula Bingham explains job hazards. Seated are program coordinators Ellen Haas of Public Voice for Food & Health Policy, Jan Rock of Tambrands Inc. and Deborah Berkowitz of FAST.

Laborers extend health risk curbs to families

Bal Harbour, Fla.—A joint labor-management program has been adopted by the Laborers to serve members and their families through better identification of health hazards, increased education and counseling, and improved research and data collection.

Many Laborers are currently involved in removal of asbestos and other hazardous materials. The program, adopted at the quarterly meeting of the union's executive board, will serve 500,000 Laborers both on and off the job.

"Statistics show that Laborers are at greater risk than other workers both from occupational hazards and many types of diseases," said Laborers President Angelo Fosco. "Therefore, it is fitting that our union should be in the forefront of developing a comprehensive program to help protect the lives of our 500,000 members both on and off the job."

National fund

The new program—called the National Health and Safety Fund—will provide both management and the union with a vehicle to meet special record-keeping and monitoring requirements and eliminate costly, and sometimes dangerous, duplication of testing, such as excessive x-rays, which have occurred in the past.

The fund will be coordinated with existing Laborers' programs, the union said, to deliver needed services to members and to educate them to the dangers posed by both occupational hazards and lifestyle factors.

"To our knowledge, no other union has initiated such a broad program to address the health and safety needs of its members," Fosco said. "Our goal is to help all of our members, along with their spouses and families, not only to receive the proper treatment for health problems, but to learn to live healthier lives."

ICC criticizes move to dump rail workers

Guilford Transportation Industries Inc. must negotiate with rail unions over labor protections for workers affected by the company's lease-back scheme, the Interstate Commerce Commission ruled in a unanimous decision.

An implementing settlement must be reached within three months, the ICC said, but if the matter has not been settled within 20 days, either party can seek binding arbitration.

The Railway Labor Executives' Association welcomed the increased labor protections for rail workers but called on the ICC to reject completely Guildford's leasing arrangement.

RLEA Chairman Richard I. Kilroy said the steps "the commission took are welcome," but noted "there is sufficient precedent for the ICC to order the revocation of the leases."

Negotiations between rail unions and Guilford will cover union members who were displaced when the company consolidated several lines at the Springfield terminal and gave exclusive union representation rights to the unaffiliated United Transportation Union. Nearly 1,200 UTU members have been on strike at Guilford's Springfield, Mass., terminal since November 12.

Carrier criticized

While the ICC stopped short of revoking the leasing arrangement, it criticized the way Guilford implemented the plan as contributing "to a loss of confidence in its ability to provide adequate and efficient rail service." The commission also blocked Guilford's request to add the Delaware & Hudson Railroad and some additional Boston & Maine lines to the Springfield terminal.

The carrier has "failed to keep its employees fairly apprised of their rights" the ICC held, noting that some of the information provided by Guilford was misleading and in come cases was wrong.

"What we're saying is that they don't have to undo the lease now . . . They might have to under the terms of the implementing agreement," the ICC said.

Economists back minimum pay hike

Fifty-four prominent economists asked Congress to raise the federal minimum wage and keep faith with America's working poor.

The letter was initiated by University of Pennsylvania Prof. Laurence R. Klein, a winner of the Nobel Prize for economics, and Prof. Nancy S. Barrett, chair of American University's Economics Dept. The project was coordinated by the Citizens Committee for a Just Minimum Wage.

Along with their colleagues from leading universities and research institutes, the economists endorsed the pending bill to raise the wage floor to $4.65 an hour over three years and then keep it current by indexing it to half of average factory wages.

Refuting arguments raised by foes of the legislation, the economists said repeated studies have shown that raising the minimum wage has "no significant impact" on unemployment or inflation, and hasn't put small firms out of business.

That sort of scare talk has been heard whenever Congress considers restoring the lost buying power of the minimum wage, they noted. Meanwhile, they pointed out, the "real value" of the minimum wage has fallen to its lowest level in 30 years.

Professors Lester Thurow of Massachusetts Institute of Technology and John Kenneth Galbraith of Harvard University are among the world-renowned economists signing the letter.

Corporate profits jump 51% in 1987

Good year at cash register doesn't stop squeeze on wages

While U.S. companies continued to seek givebacks and wage cuts at the bargaining table last year, net corporate profits in the fourth-quarter surged 51 percent above the year-ago period.

The Wall Street Journal tabulated the earnings gains and losses of 487 major corporations, with business analysts agreeing "that 1987 was a good year for profits."

The fourth quarter net gain followed a 33 percent rise in profits in the third quarter, a 21 percent drop in the second and a 13 percent gain in the first three months of the year.

The 51 percent leap was the best year-to-year gain since the first quarter of 1984, when profits zoomed 58 percent as companies sought to take advantage of lower corporate tax rates ushered in by President Reagan.

The aerospace industry, for example, saw in a whopping 1,869 percent jump in fourth quarter net income over the year-ago period, the Journal reported. That increase reflected a mixed bag of activity, with some companies rebounding from corporate restructuring—closing facilities or selling off assets—and tax write-offs in 1986, while others benefited from further declines in the corporate tax rate.

Profits for major health care companies were boosted by lower tax rates and stabilizing occupancy rates, the business publication reported, with the industry posting a 69 percent gain in fourth-quarter net income over the year-ago period.

Telephone and telecommunications companies saw a hefty 404 percent fourth-quarter increase over the 1986 period, while office and computer equipment jumped 191 percent over the same period.

A 29 percent jump in fourth quarter net profits in the forest products industry was led by booming paper markets, the business journal report. International Paper, which is seeking to slash wages and benefits for 3,400 workers at four plants, posted an 11 percent fourth quarter net increase.

Profits up

Other industries showing sharp fourth-quarter gains included chemicals, industrial and farm equipment, railroads, office equipment and computers and autos.

On the losing side were banks, which showed a 63 percent decline, building materials companies, down 32 percent, grocery chains, off 25 percent, and the insurance industry, which posted a 38 percent fourth quarter loss.

Total fourth quarter profits for the 487 firms amounted to $28.4 billion last year, up from $18.8 billion a year earlier.

In other economic developments in the news:

- New orders for durable goods—those expected to last three years or longer—fell 2.8 percent in January, the Commerce Dept. said, with the falloff mainly due to a drop in orders for transportation equipment, including autos and aircraft.

The decline followed a 4.1 percent increase in durable goods' orders the previous month.

- Unemployment exceeded 6 percent in 24 states in December, with West Virginia at 11.4 percent and Louisiana at 10.9 percent experiencing double-digit joblessness.

Forty-three states reported a decline in unemployment over 1987, while joblessness increased in Florida, Michigan, Minnesota, Missouri, Nevada and Pennsylvania.

- Housing starts fell 1.9 percent in January to a seasonally adjusted annual rate of less than 1.4 million units, the lowest level since December 1982.

- The gross national product—the broadest measure of the nation's output of goods and services—grew 4.5 percent, or $42 billion, in the fourth quarter, the Commerce Dept. said in a revised report. But $32.1 billion of the gain was attributed to a build-up of business inventories. This portends a cutback in production in the coming months.

Hatch Act reform key to basic rights

Continued from Page 1

He was one of three union presidents testifying at the two days of Senate hearings who had first-hand experience with the often irrational restrictions imposed by the Hatch Act.

Along with Presidents Moe Biller of the Postal Workers and Kenneth T. Blaylock of the Government Employees, he had been adjudged guilty of violating the Hatch Act. Their "crime" was a public endorsement of the Democratic presidential ticket in the 1984 campaign.

The three union presidents had been on unpaid leave from their government jobs since their election to union office, so the suspension levied as punishment was largely meaningless. But active government workers have been penalized for political activity that high school civic books would praise.

And their punishment has made other employees fearful of taking part in even the limited political actions allowed by law.

Hatch Act reform is about "political freedom and individual liberty," Blaylock testified. It's not "a union issue, nor a Democratic or Republican issue."

Political freedom

Biller termed the Hatch Act "a classic case of legislative overkill."

He noted that the House-passed bill "clarifies and strengthens" protections against political pressures on civil service employees.

The National Association of Government Employees, an affiliate of the Service Employees, said the clear distinction between on-the-job and off-the-job political activities makes the House bill easy to understand and enforce.

Under current law, NAGE Legislative Director Ed Murphy noted, there are such regulations as a limit of 15 by 30 inches on the size of a political sign that can be put on a family car and a limit of 14 by 22 inches on the size of a political sign that can be placed in a front lawn.

AFSCME President Gerald W. McEntee, whose union represents primarily state and local government workers, testified that only nine states currently restrict the political activities of their public employees in ways comparable to the Hatch Act.

He said AFSCME is concerned about protecting its members from political coercion, but is convinced this is best done by penalizing officials who put political pressure on their employees. Hatch Act "restrictions on the political activity of public employees are not necessary to prevent political coercion," he stressed.

President Steve Thrower of the Oklahoma NALC, who ran successfully for mayor of Norman, Okla., saw no problem with a provision of the House bill allowing federal and postal workers to run for political office.

Labor's solidarity in support of Eastern Airlines workers is expressed by AFL-CIO President Lane Kirkland at a Florida news conference. With him are Machinists President William W. Winpisinger, Pilots Sec. Larry Schulte, Transport Workers President John E. Lawe and Industrial Union Dept. President Howard D. Samuel.

Federal effort asked to control acid rain

Bal Harbour, Fla.—America needs a comprehensive national effort to address the problem of acid rain, the AFL-CIO said.

The program should include government financial aid to help install scrubbers in existing coal burning plants and the development of new ways to burn coal and protect the environment, the council said.

"The AFL-CIO has consistently recognized the need for economic growth, full employment and a safe and abundant supply of energy . . . with the proviso that coal and nuclear plants be operated under strict environmental and safety regulations and at a reasonable cost to consumers," the council noted.

It also urged that the Nuclear Regulatory Commission retain authority for issuing nuclear operating licenses to utilities that provide NRC-approved emergency plans.

Rallies in airline's hub cities to spotlight Lorenzo tactics

Continued from Page 1

list to date includes Miami, Atlanta, Washington, Philadelphia, New York, Boston, Kansas City, Houston and Denver.

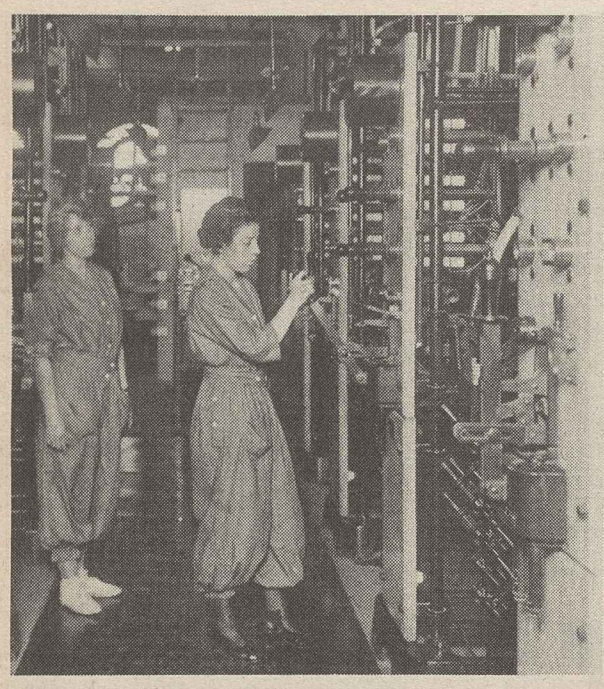
The Executive Council statement linked the Texas Air abuses to "a decade of deregulation" and the Reagan Administration's refusal to enforce laws protecting workers, consumers and stockholders.

When Texas Air took over Eastern, the council noted, it stripped the airline of some of its most valuable assets, including its reservations system, the profitable Air Shuttle, routes and aircraft.

Eastern employees had invested more than a billion dollars to keep the company in business before its capture by Lorenzo. The demand for massive new wage cuts and stepped-up work pressure is a clear attempt to force a strike, the council charged.

It said Texas Air's contract for strike-breakers "leaves no doubt that it intends to repeat the all-out union-busting effort that it carried out after seizing Continental Airlines." That's when the new owners took advantage of a since-closed loophole in the bankruptcy law to tear up union contracts.

The council urged "consumers, creditors and shareholders" to "challenge the short-sightedness of Eastern's business strategy." And it asked Congress to "reassert" government's obligation to protect its citizens from "abuse of concentrated economic power.'



Historical look at Utility Workers on the job.

Growing Utility Workers mark 50th year

The Utility Workers are celebrating their 50th anniversary.

Established by the CIO in 1938, the Utility Workers Organizing Committee relied on a handful of organizers who sought to improve wages and conditions for workers at some of the nation's largest power companies.

In one year, 39 locals had been organized and by 1942, the UWOC had grown to 180 local unions. Delegates to the first constitutional convention of the Utility Workers Organizing Council, held in Pittsburgh in 1942, fashioned a new national organization and pledged to work "for the common good of all utility workers."

Organizers struggled against "company unions" set up by most of the power companies and pressed for real improvements in working conditions, including minimum call-out pay, premium wage rates after 12-hour shifts and better leave policies.

The Utility Workers received their charter from the CIO in 1945 and a year later, more than 200 delegates met in Atlantic City, N.J., to chart its future course. Joseph A. Fisher was elected president, Harold J. Straub vice president and director of organization, and William Pachler was elected secretary-treasurer.

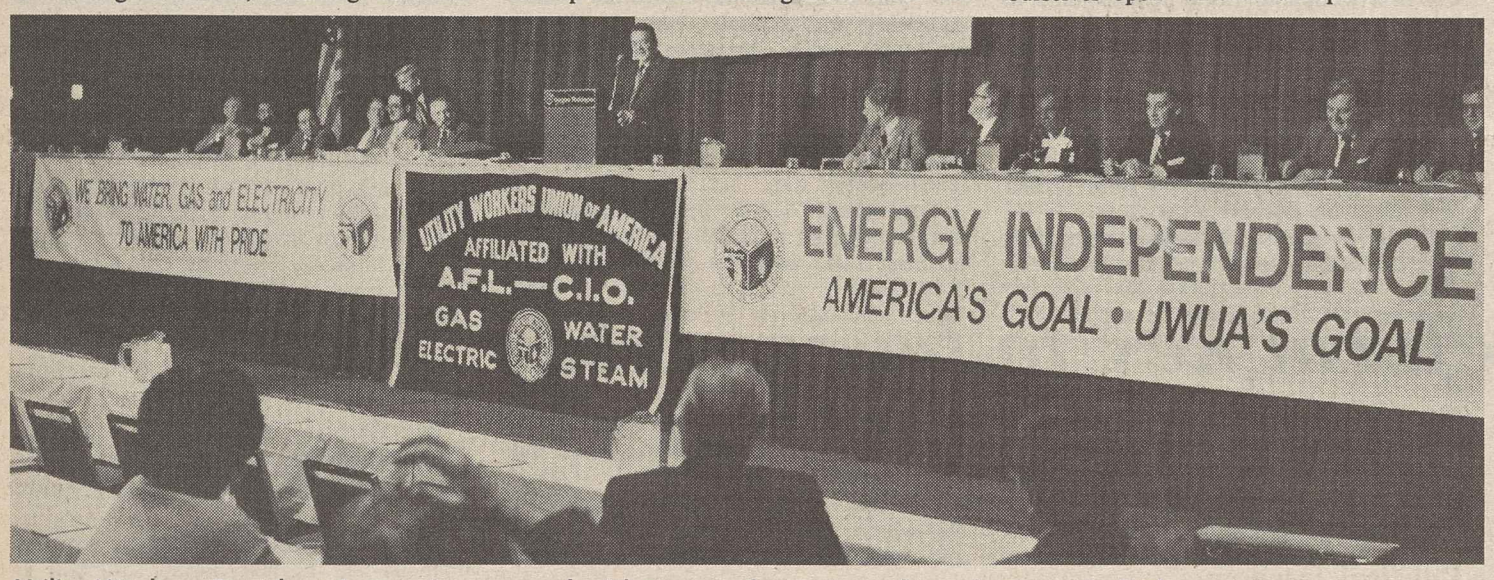
60,000 members

After 50 years, membership has grown to 60,000, with union members mostly working in electric, gas and water utilities. The union also represents members in a range of occupations, from tree trimmers to stadium ushers.

AFL-CIO Sec.-Treas. Thomas R. Donahue spoke of the challenges the union has faced in the past and today at the Utility Workers' legislative conference in Washington.

He noted that even utility workers are not immune from trade problems, such as the growing importation of electrical energy from Canada. Not only does importing power cost U.S. utility and construction jobs, Donahue said, but relying on foreign power leaves the United States vulnerable. He cited a recent incident where power in New England supplied by Canada was cut off for about 18 hours, "because of an unexpectedly heavy demand for power from Quebec."

"We can't really criticize the Canadians for doing that," he said, "they're only acting in their own self-interest. But we can ask whether it's in our interest to leave ourselves open" to such disruptions.



Utility Workers President James Joy opens legislative conference marking the union's 50th anniversary.

Court orders NLRB role in funding cutoff

Trustees must go to the National Labor Relations Board, not a federal court, to fight an employer who halts contributions to multi-employer health and benefit funds after a contract expires, the Supreme Court ruled.

In a case involving several Laborers and Cement Masons benefit plans in northern California, the high court said benefit plans can not bring a suit under the Employee Retirement Income Security Act—ERISA—even though federal law generally prohibits employers from changing benefits while negotiations are underway for a new contract.

The plans had sued Advanced Lightweight Concrete Co. after the construction employer withdrew from a multi-employer plan in 1983 and began negotiating on separate contract, stopping payments during bargaining.

No jurisdiction

Rejecting the opinions of the unions, as well as the Reagan Administration, and ironically, the NLRB itself, the Supreme Court said federal courts have no jurisdiction in such matters and that Congress intended such disputes to be handled by the NLRB.

Justice John Paul Stevens, who delivered the 8-0 decision, acknowledged that the fund trustees "may be correct in contending that the remedies available in an NLRB proceeding are less effective than an ERISA action could be."

But, Stevens said, the trustees need to take that appeal to Congress since the law is clear as it stands.

The trustees had argued that the scope of relief in the NLRB is often a matter of discretion, that an unfair labor practice charge must be filed within six months, that the general counsel could refuse to issue a complaint, and that the employer and union could reach a settlement reducing or waiving an employer's post-contract obligations.

NLRB procedure

Stevens agreed, but said "these asserted defects in labor law remedy are characteristic of all unfair labor practice proceedings before the NLRB."

An employer's duty to make contributions to a fund after expiration of a contract "is simply a consequence of a broader labor law duty that was created to protect the collective bargaining process," Stevens wrote.

The decision affirms rulings by a federal district court and the 9th Circuit U.S. Court of Appeals.

Unions approve accord to rescue New York Post

New York—About $22 million in concessions by 1,200 workers at the New York Post provided the catalyst for sale of the paper by publisher Rupert Murdoch to a real estate developer and erased the threat of an imminent closure of the tabloid.

Murdoch had set a deadline on Feb. 19 for the concessions in order to sell the paper to developer Peter S. Kalikow.

In the end, about 130 workers will be removed from the payroll. The unions also agreed to an effective wage freeze for the next two years and wage increases totaling $1.5 million in the third year of a new three-year contract.

The Allied Printing Trades Council of Greater New York, an umbrella group of nine newspaper industry unions, said those losing their jobs would be offered a $35,000 buyout.

New publisher Peter O. Price expressed confidence that a change from the newspaper's spicy, sensational image to one aimed at a "yuppie" readership would prove successful.

Murdoch decided to sell the Post to comply with a Federal Communications Commission regulation barring single ownership of a newspaper and a broadcasting outlet in the same city. Murdoch had also purchased WNEW-TV.

Schedule of Labor Studies Center courses

The George Meany Center for Labor Studies will offer 13 workshops during March and April 1988. The schedule:

Effective Speaking, Mar. 6-11—A workshop on topic selection, research, outlining and delivery in front of video cameras. Exercises will emphasize listening skills.

Union Issues for Working Women, Mar. 6-11—A seminar to update union leaders about concerns of women, with sessions on skills needed for action and programs.

Effective Leadership Styles, Mar. 13-18—An institute on different leadership styles to help individuals recognize and modify their own. Coaching and video replays will be provided.

Organizing in the Construction Industry II, Mar. 20-25—The program covers media techniques, Davis-Bacon Act enforcement, legal issues and bidding strategies.

Union Administrator & Business Agent, Mar. 20-25—A workshop on conflicting management, time management, monitoring finances and budgeting.

TV: The Cool Medium, Mar. 27-30—A coaching workshop on how to face television cameras and work effectively with reporters.

Negotiating and Writing Contract Language, Mar. 27-Apr. 1—An institute to sharpen negotiators' skills on writing contract language and responding to company proposals.

Organizing Techniques I, Apr. 10-15—A review of the elements of an organizing campaign, including targeting, house calls, picking winning issues and developing plant committees.

Advanced Arbitration, Apr. 10-15—A program for experienced union representatives that focuses on examination and cross-examination of witnesses, preparation of briefs and research.

Negotiating Contracts with State & Local Agencies, Apr. 10-15—An institute on preparing initial proposals, developing committee work, record-keeping procedures, opening statements and contract language and ratification.

Effective Union Action for Civil Rights, Apr. 17-21—The annual conference of the AFL-CIO Dept. of Civil Rights for staff handling civil rights and women's rights for affiliated unions.

Winning with Comprehensive Campaigns, Apr. 24-29—A three-way approach to union growth and organizing: on the job, at the corporate level and in the community.

Effective Grievance Administration, Apr. 24-29—New approaches on improving grievance procedures. Limited to individuals experienced in arbitration.

AFL-CIO affiliates and departments using the campus for staff training programs are: American Institute for Free Labor Development, Mar. 1-Apr. 11; Dept. of Community Services, Mar. 7-9; Human Resources Development Institute, Mar. 9; Dept. of Organization & Field Services, Mar. 13-16 and Mar. 27-30; Food & Commercial Workers, Mar. 13-18; Government Employees, Mar. 20-25, and Transit Union, Mar. 23-26.

More information about labor studies programs is available from the Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400.

Kohler cited for numerous OSHA violations

Kohler, Wis.—The Occupational Safety & Health Administration proposed a $1.4-million fine against the Kohler Co. plant here for the company's failure to record hundreds of worker injuries in 1986 and 1987.

Following a two-month inspection of the plant, where 5,000 Auto Workers make enamel ironware, small engines, pottery toilets and brass fixtures, OSHA charged the company with 466 willful record-keeping violations.

Most of the citations involved the company's downgrading of injuries to first aid-cases for record-keeping purposes. The injuries, many serious enough to warrant time off from work or restricted duty, included fractures, cuts, burns, bruises, sprains, eye injuries and a hernia, OSHA said.

Kohler previously already paid a fine of $6,300 for 14 serious and 35 other-than-serious safety hazards cited by OSHA, which were mainly machine or electrical guarding deficiencies, the agency said.

PROTECTING PAY CHECKS

The future of America's once-vaunted standard of living and its stable middle class are at stake as the gap between the rich and the poor continues to grow.

Demands for fairness in how the nation's income is distributed are not new, but they are expressed more urgently in the late 1980s as a wages and income free-fall continues, poverty remains high, well-paying jobs disappear and the economy shifts in ways that hurt working people.

Americans' standard of living is being attacked on numerous fronts. Employer demands for givebacks and concessions in contract talks have pushed wage hikes down to the lowest level in 40 years of record-keeping; more than 1.5 million traditionally well-paying manufacturing jobs disappeared between 1979 and 1986 as lower paid service sector jobs rose by nearly 12 million and employers continue to pare payroll and benefit costs by relying on part-time workers instead of making full-time jobs available.

In addition, for six years the minimum wage has been stuck at $3.35 an hour, leaving more than eight million workers with earnings no higher that they were in 1981. And the flood of imports into the United States is a constant reminder to Americans of the low-wage competition they must face each working day.

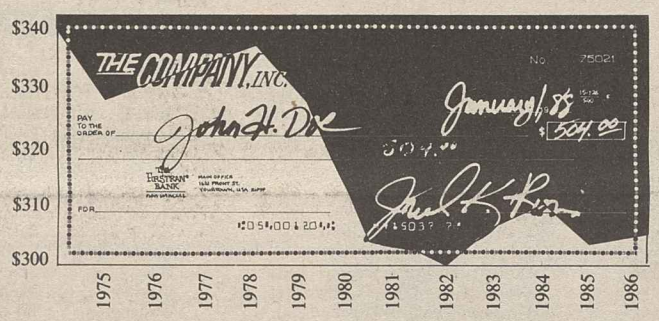
Results of these and other economic changes include a sharp decline in real earnings and the transfer of tens of billions of dollars of the nation's income from the poorest Americans to the richest.

Detour on the Long Road Up

The acceleration of unionism and workers' gains since the Depression helped lift millions of Americans into an expanding middle class.

The result of the combined efforts of growing unionization and federal fiscal policy was an unprecedented economic prosperity in the late 1950s and 1960s for tens of millions of Americans whose incomes and self-worth were on the rise.

THE SHRINKING PAYCHECK



But now, for the first time, officials of the federal government are out to make that 50-year-old policy only a temporary historical aberration. The result of efforts by the Reagan Administration to rub out the federal government's role in the economy is the elimination of more and more Americans from the middle class. In short, distribution of income in the United States has taken the form of one of the oldest stories ever told: The rich are getting richer and the poor are getting poorer.

While Americans could once look forward to higher incomes over time, that is no longer true. Average earnings fell by more than 14 percent between 1973 and 1987 in current inflation-adjusted dollars. While workers 14 years ago earned more than $350 in current dollars, paychecks last year yielded only about $305, according to the Bureau of Labor Statistics. In 1973, average middle incomes stood at $29,734 in 1986 dollars and had fallen 13 years later to $29,458, according to the Bureau of the Census.

A $47 Billion Contribution to the Rich

During the nearly seven years of the Reagan Administration, the share of total income in the nation fell for everyone but the wealthiest. The share for the lowest fifth of the population dropped from 5 percent in 1981 to 4.6 percent in 1986, according to the Census Bureau. For the middle 60 percent of the population, the share of aggregate income dropped from 53 percent to 51.6 percent in the same period.

The top 20 percent, however, increased their share of the pie from 42 percent to nearly 44 percent between 1981 and 1986. Reagan Administration fiscal policies and shifts in the economy have forced the bottom four-fifths of the population to hand over to the top fifth more than $47 billion.

Business and the wealthiest 10 percent of the population received more than half of 1981 tax cuts, according to the House Budget Committee.

Though the Tax Reform Act of 1986 removed most of the working poor from the tax rolls and required American corporations to shoulder a fairer share of the tax burden, the legislation went too far in cutting tax rates for wealthy individuals and highly profitable corporations. The top rate was reduced to 28 percent in the 1986 tax legislation. Consequently, a person with a $40,000 income pays the same tax rate on a $500 raise as a corporate CEO pays on a $500,000 raise.

Newly Created Jobs Pay Far Less

Growing income disparity has occurred not only because of federal policies, but also because of shifts in the national economy indirectly caused by actions by the anti-worker, anti-union Reagan Administration. The number of new jobs paying less than $7,400 a year doubled from one out of five between 1963 and 1978 to two out of five between 1978 and 1985 after adjustment for inflation, according to economists Barry Bluestone and Bennett Harrison. And between 1979 and 1984, the number of workers who earned as much or more than the 1973 median of $14,024 in 1984 dollars declined by 1.8 million, they found.

For union members who have won the right to negotiate wage and benefit changes, contract settlements have been at record low levels. Agreements negotiated in 1986 called for average wage gains of 2.2 percent, excluding cost-of-living provisions and bonuses, according to the Labor Department.

The loss of unionized manufacturing jobs that traditionally pay more than the growing number of nonunion service jobs also has contributed to pushing down wages. Service jobs as a proportion of employment increased from nearly 68 percent to more than 75 percent between 1973 and 1986. The number of jobs increased during that 14-year period from 77 million to more than 100 million. Of the 23 million new jobs, only 45,000 were in the goods-producing sector, a tiny 0.2 percent of the total.

Demographic changes in the workforce and U.S. population also have reshaped the economy as families have increasingly found it essential to rely on two incomes when one was once sufficient. Women workers increased from 16 million in 1947 to 48.7 million in 1986.

Strong National Effort Needed

The number of involuntary part-time workers, or those who work part-time because full-time employment is unavailable, rose from 2.6 million in 1972 to nearly 5.5 million in 1987, according to the BLS.

A strong national movement is needed to push for a mix of fiscal and monetary policies that seek fairness. Solutions are needed to the budget and trade deficits, the shift from manufacturing to service jobs and other long-standing problems that erode the American quality of life.

AFL-CIO news

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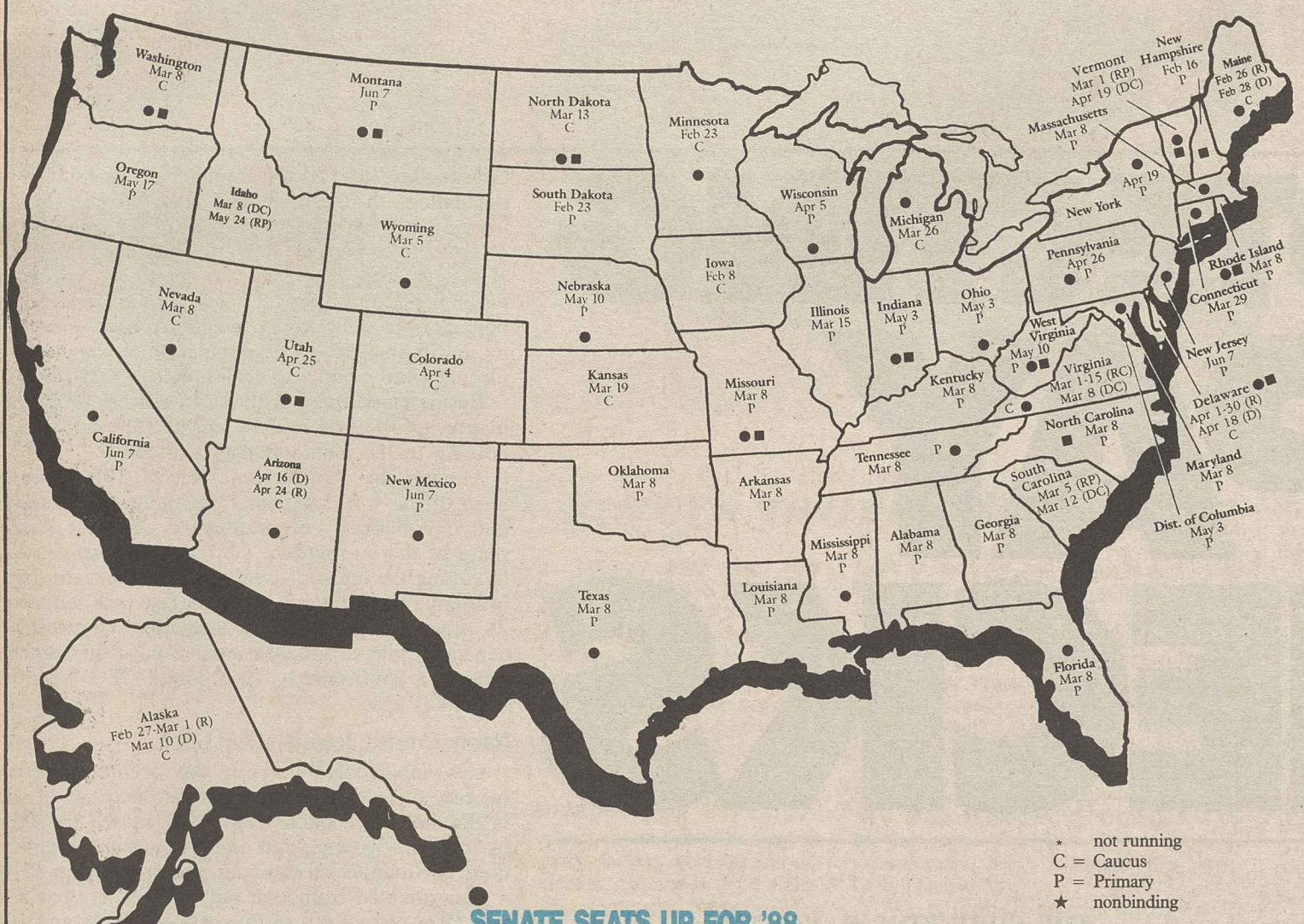
ELECTION '88—RACE FOR THE PRESIDENCY



* not running
C = Caucus
P = Primary
★ nonbinding

SENATE SEATS UP FOR '88

State	Incumbent
Arizona	Dennis DeConcini (D)
California	Pete Wilson (R)
Connecticut	Lowell P. Weicker Jr. (R)
Delaware	William V. Roth Jr. (R)
*Florida	Lawton Chiles (D)
Hawaii	Spark M. Matsunaga (D)
Indiana	Richard G. Lugar (R)
Maine	George J. Mitchell (D)
Maryland	Paul S. Sarbanes (D)
Massachusetts	Edward M. Kennedy (D)
Michigan	Donald W. Riegle Jr. (D)
Minnesota	Dave Durenberger (R)
*Mississippi	John C. Stennis (D)
Missouri	John C. Danforth (R)
Montana	John Melcher (D)
Nebraska	David K. Karnes (R)
Nevada	Chic Hecht (R)
New Jersey	Frank R. Lautenberg (D)
New Mexico	Jeff Bingaman (D)
New York	Daniel Patrick Moynihan (D)
North Dakota	Quentin N. Burdick (D)
Ohio	Howard M. Metzenbaum (D)
Pennsylvania	John Heinz (R)
Rhode Island	John H. Chafee (R)
Tennessee	Jim Sasser (D)
Texas	Lloyd Bentsen (D)
Utah	Orrin G. Hatch (R)
*Vermont	Robert T. Stafford (R)
*Virginia	Paul S. Trible Jr. (R)
*Washington	Daniel J. Evans (R)
West Virginia	Robert C. Byrd (D)
*Wisconsin	William Proxmire (D)
Wyoming	Malcolm Wallop (R)

GUBERNATORIAL RACES

State	Governor
Delaware	Michael N. Castle (R)
Indiana	Robert D. Orr* (R)
Missouri	John D. Ashcroft (R)
Montana	Ted Schwinden* (D)
New Hampshire	John H. Sununu (R)
North Carolina	James G. Martin (R)
North Dakota	George Sinner (D)
Puerto Rico	Rafael Hernandez-Colon (PDP)
Rhode Island	Ed DiPrete (R)
Utah	Norman H. Bangerter (R)
Vermont	Madeleine M. Kunin (D)
Washington	Booth Gardner (D)
West Virginia	Arch A. Moore Jr. (R)

PRIMARIES AND CAUCUSES

Date	State	System	Democratic Delegates	Republican Delegates
Feb. 23	Minnesota	C	78	31
Feb. 23	South Dakota	P	15	18
Feb. 26-28	Maine	C	—	22
Feb.27-Mar.1	Alaska	C	—	19
Feb. 28	Maine	C	23	—
Mar. 1	Vermont	P	—	★
Mar. 1-15	Virginia	C	—	50
Mar. 5	South Carolina	P	—	37
Mar. 5	Wyoming	C	13	—
Mar. 8	Alabama	P	56	38
Mar. 8	American Samoa	C	3	—
Mar. 8	Arkansas	P	38	27
Mar. 8	Florida	P	136	82
Mar. 8	Georgia	P	77	48
Mar. 8	Hawaii	C	20	—
Mar. 8	Idaho	C	18	—
Mar. 8	Kentucky	P	55	38
Mar. 8	Louisiana	P	63	41
Mar. 8	Maryland	P	67	41
Mar. 8	Massachusetts	P	98	52
Mar. 8	Mississippi	P	40	31
Mar. 8	Missouri	P	77	47
Mar. 8	Nevada	C	16	—
Mar. 8	North Carolina	P	82	54
Mar. 8	Oklahoma	P	46	36
Mar. 8	Rhode Island	P	22	21
Mar. 8	Tennessee	P	70	45
Mar. 8	Texas	P	183	111
Mar. 8	Virginia	P	75	★
Mar. 8	Washington	C	65	41
Mar. 10	Alaska	C	12	—
Mar. 12	South Carolina	C	44	—
Mar. 13	North Dakota	C	15	—
Mar. 15	Illinois	P	173	92
Mar. 18	Kansas	C	39	—
Mar. 20	Puerto Rico	P	51	14
Mar. 22	Democrats Abroad	P	7	—
Mar. 26	Michigan	C	138	—
Mar. 29	Connecticut	P	52	35
Apr. 1-30	Delaware	C	—	17
Apr. 1-30	Virgin Islands	C	—	4
Apr. 2	Virgin Islands	C	3	—
Apr. 4	Colorado	C	45	36
Apr. 5	Wisconsin	P	81	47
Apr. 16	Arizona	C	36	—
Apr. 18	Delaware	C	15	—
Apr. 19	New York	P	255	136
Apr. 19	Vermont	C	14	—
Apr. 24	Guam	C	3	—
Apr. 24	Arizona	C	—	33
Apr. 25	Utah	C	23	26
Apr. 26	Pennsylvania	P	178	96
Apr. 26	Vermont	C	—	17
May 3	District of Columbia	P	16	14
May 3	Indiana	P	79	51
May 3	Ohio	P	159	88
May 10	Nebraska	P	25	25
May 10	West Virginia	P	37	28
May 17	Oregon	P	45	32
May 24	Idaho	P	—	22
June 7	California	P	314	175
June 7	Montana	P	19	20
June 7	New Jersey	P	109	64
June 7	New Mexico	P	24	26
June 14	North Dakota	P	—	16

Boycott of Shell gains support of Methodist body

The nationwide boycott of Shell Oil Co. to protest South Africa's apartheid was endorsed by the social action board of the United Methodist Church—the second largest Protestant body in the United States.

The endorsement came just days before the white South African government initiated its harshest crackdown yet on political opposition, including the 800,000-member Congress of South African Trade Unions—one of the country's major opponents of apartheid.

COSATU is now prohibited from campaigning for legalization of such outlawed organizations as the African National Congress, from seeking the release of political prisoners, from promoting boycotts of local elections and from calling for disinvestment or sanctions against South Africa.

Directors of the Methodist board of Church & Society overwhelmingly backed the boycott and will recommend that the General Conference—the highest legislative body of the 9.2-million-member church—make the Shell boycott churchwide when it meets in St. Louis at the end of April.

In supporting the boycott, initiated by the AFL-CIO, Mine Workers and other religious and civil rights groups, Methodist officials stressed that "only through the support of international oil corporations to the apartheid regime (of South Africa) can that oppressive system survive."

The Royal/Dutch Shell Group, parent of Shell Oil, is the primary supplier of imported oil to the apartheid regime through its Shell South Africa subsidiary. The group co-owns South Africa's Rietspruit Coal Mine, where striking black miners have been the target of repressive government actions.

Reagan sees only roses for economy

Proposals ignore huge budget and trade shortfalls

Continued from Page 1

Another year of record trade deficits is no cause for alarm for an Administration that relies on marketplace forces to bring exports and imports into closer balance and advocates a bigger dose of worldwide "free trade."

The President's Economic Report applauds smaller wage increases as enhancing U.S. competitiveness and warns against "a descent into protectionism."

Despite this familiar ideological rhetoric, the budget overall is less controversial than in past years, reflecting the "budget summit" agreement last fall between White House and congressional leaders in the aftermath of the stock market crash.

Reluctantly, Reagan agreed to a modest dip in defense spending and a parallel rise in domestic outlays. That represents a reverse of the pattern of previous Reagan budget proposals.

The estimated $146.7 billion deficit for the current fiscal year would be trimmed to $129.5 billion in the 1989 fiscal year—the difference between proposed outlays of $1.094 trillion and anticipated revenues.

But that's only if the economy behaves as the President's economists assume. Otherwise, given Reagan's hostility to raising revenues through taxation, a higher than anticipated deficit could trigger automatic cutbacks to meet Gramm-Rudman-Hollings targets.

As a measure of the shakiness of forecasts, Federal Reserve Chairman Alan Greenspan told Congress that the economic outlook for the balance of the year is so uncertain that it's an even bet whether the Fed will have to lower interest rates to fight a recession or raise them to hold down inflation.

Oswald noted that the President's Economic Report again ignored the mandate of the Humphrey-Hawkins Full Employment & Balanced Growth Act to draw up a timetable for bringing the unemployment rate down to 4 percent without increasing inflation.

The Administration projection is that joblessness will stick at the 5.8 percent rate this year, dip to 5.6 percent the following year, and drop no lower than 5.2 percent by the end of 1993. And that's by the rosiest scenario the President's economists can devise.

Setting the specifics

While the big-ticket budget items are in place as a result of the summit agreement, there will be substantial jockeying within congressional committees to shape the specifics.

Education and job training—both politically popular—are budgeted for increases. But trade adjustment assistance, intended as a lifeline for workers whose jobs are wiped out by imports, would be discontinued as a separate program.

In the Labor Dept. budget, funds for the Occupational Safety & Health Administration would be increased from the current $235.5 million to $244.9 million, enabling 4,000 more job-site inspections. But the funding request allows less money for training activities of NIOSH—the National Institute for Occupational Safety & Health—and is less than the Administration had sought last year for the Mine Safety & Health Administration.

In a proposal certain to meet strong opposition, the Administration seeks to slash funds for both Medicaid and Medicare. Congressional leaders and the White House are in disagreement as to whether cutbacks imposed last fall met the terms of the budget agreement.

As in the past, the Administration wants to eliminate urban development action grants, Appalachian regional development funds, and community services grants. It seeks deeper cuts in the low-income home energy assistance program, saying states should take over more of the cost.

The Administration targeted housing funds to be cut further by continuing to give low-income families vouchers to help pay their rent instead of funding additional housing construction.

And as usual, Reagan called for enactment of a balanced budget constitutional amendment—after having presided over a nearly threefold increase in the federal debt during his first seven years in office.

National Economic Commission members named

President Reagan has named two of his former Cabinet members to serve on a National Economic Commission directed by Congress to recommend ways to reduce the federal budget deficit. Reagan's appointees were former Defense Sec. Caspar Weinberger and Transportation Sec. Drew Lewis. The next President will designate two additional members.

Earlier, AFL-CIO President Lane Kirkland was named to the 14-member commission in appointments made by congressional leaders.

The panel is required to submit proposals by Mar. 1, 1989, on ways to cut the deficit in a manner fair to all economic and social groups without undermining economic growth.

AFL-CIO news

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SATURDAY
MARCH 5, 1988

Senate bans most uses of lie detectors

The Senate voted 69-27 for strong curbs on polygraph testing in private employment and AFL-CIO President Lane Kirkland looked to a House-Senate conference for quick agreement on a bill that will give America's workers "the protection they need."

Last November, the House passed a similar ban on most polygraph testing by a 254-158 vote, and differences between the two measures are not expected to be serious obstacles to a conference agreement.

Kirkland termed the decisive Senate vote a bipartisan acknowledgement that "lie detectors can be used in blatant assaults on a worker's right of privacy."

Employers have increasingly turned to polygraph testing, especially as a device for screening job applicants, and an estimated 2 million persons take them each year.

Polygraph interrogations frequently pry into the most intimate details of people's lives, and the number of examinations has been roughly doubling every four years despite evidence of inaccuracy.

Continued on Page 6

South Africa's outrages assailed

Kirkland calls for tougher sanctions, Donahue arrested again

AFL-CIO President Lane Kirkland condemned South Africa's white supremacy government for a new wave of outrages against political and trade union foes of apartheid, and called on Congress to retaliate with tougher economic sanctions.

"The American trade union movement has watched with increasing alarm the suppression of trade union rights and human dignity in your country," Kirkland cabled South Africa's President P.W. Botha. In letters to chairmen of congressional committees, Kirkland urged stepped-up U.S. economic pressure.

Two days later, AFL-CIO Sec.-Treas. Thomas R. Donahue was among 60 people arrested at a protest march at the South African embassy in Washington.

Kirkland's cable to Botha said the AFL-CIO stands with the International Confederation of Free Trade Unions in demanding the immediate lifting of restrictions and the release of those detained.

Unions targeted

South Africa's largest trade union federation—the predominantly black Congress of South African Trade Unions—is a principal target of a renewed assault on democratic rights by the Botha government.

The latest crackdown bars COSATU from expressing support for the release of detainees or calling for the legalization of political organizations opposing apartheid.

It makes illegal any expression of support for disinvestment of foreign companies doing business in South Africa or support for economic sanctions by other countries that are intended to force an end to apartheid.

COSATU General Sec. Jay Naidoo wrote Kirkland during the recent AFL-CIO Executive Council meeting that he and other officers couldn't accept an invitation to meet with the council because they had been denied passports or had existing passports confiscated.

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Civil rights bill passed in face of veto threats

House sends message of 'no turnback'

By David L. Perlman

Congress defied President Reagan's veto threat and gave final approval to legislation needed to repair court-inflicted damage to the nation's civil rights laws.

The AFL-CIO hailed the 315-98 vote in the House that approved intact the Civil Rights Restoration bill the Senate passed earlier this year by a bipartisan 75-14 majority.

By rejecting any change in the Senate bill, the House avoided the delay of a House-Senate conference. It also averted the risk of reopening a divisive controversy over abortion-related issues that had been the stumbling block to previous attempts to move the legislation.

AFL-CIO Legislative Director Robert M. McGlotten said action by Congress sends a strong message that the United States will not turn the clock back on a quarter-century of civil rights progress. But an override of Reagan's anticipated veto will be necessary to make the message stick, he stressed.

The legislation remedies a controversial 1984 decision of the Supreme Court, in the Grove City College case. The court majority said a ban on federal funds where discrimination exists applies only to the specific program that discriminates. It doesn't cut off funds to other programs operated by the institution.

That's not how most members of Congress had interpreted the law, and there was initial strong support for legislation to clarify the intent of Congress.

All discrimination covered

While the Supreme Court case involved sex discrimination in colleges, the same reasoning gravely weakened laws to cut off funding because of discrimination based on race, age or disability.

Just months after the Supreme Court decision, the House approved remedial legislation by an overwhelming 375-42 vote.

That bill got caught in a Senate election-year adjournment rush. In the next Congress attempts to add anti-abortion language split the consensus and no legislation reached the floor of either house.

This year, the Senate acted first and several groups of senators worked on the problems of defusing the abortion language controversy. The compromise that was adopted—reluctantly on the part of some

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Picketing UPI

Newspaper Guild President Charles Dale and Sec.-Treas. John Edgington are joined by Mine Workers President Richard Trumka on a Guild informational picket line at United Press International headquarters in Washington. The demonstration marked the one-year anniversary since negotiations began on a new contract. UPI imposed oppressive "work rules" last November. Picketing occurred at UPI bureaus across the nation.

'87 walkout total lowest on record

Major strikes and lockouts dropped to a record low in 1987, involving only174,000 workers in 46 actions, the Bureau of Labor Statistics reported.

It was the smallest number of strikes and lockouts since the BLS started keeping such records in 1947. A major strike or lockout involves at least 1,000 workers and must last at least one full day or shift.

AFL-CIO Research Director Rudy Oswald said the low number indicates bargaining on problems is continuing between negotiations on a regular basis and that economic forces have tempered workers' use of the traditional strike weapon.

"They are seeking other means and other pressure points instead," Oswald said.

The largest strike last year involved 30,000 members of the Teachers in Chicago who were out for 19 school days.

The longest stoppage involved the lockout and strike of 3,400 Paperworkers and Electrical Workers at four International Paper Co. plants that began last March.

Skidding economic indicators magnify '88 warning signals

Another decline in the government's index leading economic indicators in three of the last four months, including a sharp six-tenths of 1 percent dip in January, has crystallized concern that, at best, 1988 will be a year of sluggish growth.

An upward revision by the Commerce Dept. erased December's previously reported decline and with it eliminated the string of three consecutive monthly drops that forewarn of a recession.

But the January figures showed that the possibility of another Reagan Recession isn't settled yet.

In addition to the economic indicators —the clearest sense of the path of the nation's economy—there were other signs of trouble in January:

- New construction spending fell 2.9 percent, the largest month-to-month decline since March 1987.
- New factory orders were off six-tenths of 1 percent, the biggest drop since last August, caused mainly by a poor showing in orders for airplanes and automobiles.
- Sales of new single-family homes plummeted by 9 percent from December to the lowest point since March 1982.

AFL-CIO Research Director Rudy Oswald said the government's indicators were another sign of economic weakness.

Inflation also rises

"There are a lot of problems in the economy," Oswald stressed, citing also the mounting trade and budget deficits.

Along with a dire economic outlook came the Labor Dept. report that the consumer price index rose three-tenths of 1 percent in January, causing some analysts to warn that inflation in 1988 could top last year's 4.4-percent level if the situation worsens.

Sharp increases were recorded in the

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Working parents supported on expansion of child care

A social revolution that has dramatically increased the number of working mothers has worsened the shortage of child care facilities and imperiled a generation of children, AFL-CIO Sec.-Treas. Thomas R. Donahue warned.

Workers shouldn't have to "choose between economic survival and their children's welfare," he stressed.

Donahue and other labor witnesses testifying before the House Subcommittee on Human Resources endorsed legislation that would support an expansion of quality day care facilities and help low-income and moderate-income parents pay the cost. Subcommittee Chairman Dale E. Kildee (D-Mich.) and Sen. Christopher J. Dodd (D-Conn.) are principal sponsors.

AFSCME President Gerald W. McEntee termed child care "a legislative priority." Nearly one-third of AFSCME members have children under 12, he said, and unions are working through the Alliance for Better Child Care coalition to build broad support for the legislation. **(Related story on Page 7.)**

McEntee testified that a national poll commissioned by AFSCME found that 26 percent of working parents with children

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3/5/88

Demonstrators protest Botha policies before arrests at South African embassy in Washington.

Kirkland asks tougher South Africa policy

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"We are locked in a battle for survival," Naidoo wrote. He said COSATU anticipated new government attacks on labor's rights, perhaps including "manufactured" treason trials of union leaders.

The fears of a new repression, it quickly developed, were justified. And the South African government has further extended the crackdown to include all who protest its repressive policies.

Anglican Archbishop Desmond Tutu, winner of the Nobel Peace Prize, was among the black and white clergymen arrested on a peaceful march to Parliament with a petition protesting the government's policies. The confrontation was a scene out of America's own civil rights battles.

A 1986 law, passed by Congress over President Reagan's veto, imposed various economic sanctions on South Africa and directed the President to recommend additional measures if South Africa didn't make "substantial progress" in ending race discrimination. Reagan's response last year was to recommend that further sanctions be withheld for "creative diplomacy."

In the letters to congressional leaders, Kirkland made clear that the time for stronger action is past due.

Trade sanctions

He welcomed an announcement of hearings by the House Subcommittee on Africa and wrote Chairman Howard Wolpe (D-Mich.) that new legislation should include better monitoring of trade between the two countries and "substantial penalties" for violations of trade embargoes.

In a similar letter to Sen. Paul Simon (D-Ill.), chairman of the counterpart Senate subcommittee, Kirkland said the new repressions demonstrate the South African government's "scorn for world opinion."

If the 1986 law "did not sufficiently impress the South African government," Kirkland said, "new and stronger action must be taken until we get their attention."

Those arrested with Donahue at the embassy included AFSCME President Gerald W. McEntee, AFSCME Sec.-Treas. William Lucy and Washington AFL-CIO President Joslyn Williams. Donahue was previously arrested at an embassy protest in January 1985.

"The AFL-CIO stands on the side of all workers in South Africa fighting for decency and justice," Donahue said. "Today's demonstration is a continuation of the AFL-CIO's call for strict sanctions against the South African government."

Less than 30% of jobless get state benefits

Only about 28 percent of jobless workers in the United States are receiving unemployment insurance payments, according to latest data included in a 1988 AFL-CIO state-by-state chart on benefits under workers' compensation and unemployment insurance programs.

The data on percent of unemployed actually receiving UI benefits were added to the chart this year.

The latest data for that category—for the week ending Sept. 12, 1987—showed Rhode Island with the highest rate at 56 percent, while in Virginia and South Dakota, only 13 percent of those out of work received any UI benefits.

Massachusetts was a close second to Rhode Island on the high side at 53 percent, while eight other states joined Virginia and South Dakota with rates under 20 percent—Indiana, Texas, Mississippi, Florida, New Hampshire, Kentucky, Wyoming, and New Mexico.

James N. Ellenberger, the AFL-CIO's jobless benefits specialist, said maximum UI benefits increased in 37 states and dropped in only one—Louisiana.

Wage base raised

Ellenberger said the taxable wage base was increased in 14 states and reduced in five, and the average weekly benefit paid to the unemployed went up in 45 jurisdictions and dropped in five states. But as a percentage of the national average weekly wage, the national average benefit of $135 remained unchanged at 35 percent.

In workers' compensation, Ellenberger noted that Connecticut increased maximum benefits from 100 percent to 150 percent of the state average weekly wage and North Carolina increased from 100 percent to 110 percent, while New Mexico lowered maximum benefits from 100 percent to 85 percent of the average.

Ellenberger said several other states either froze benefits at current levels for a period or experienced a decline in the state average weekly wage, which was reflected in maximum benefits amounts.

Copies of the new chart can be obtained from the AFL-CIO pamphlet division, Room 209, 815 16th St., N.W., Washington, D.C., 20006.

Senate committee rejects Liebeler's court nomination

The Senate Judiciary Committee refused to approve President Reagan's nomination of Susan W. Liebeler to be an appellate court judge, but agreed to let the full Senate vote on her confirmation.

Liebeler is the controversial chairman of the International Trade Commission, which is supposed to enforce laws intended to protect industries and workers from unfair import competition.

Unions with cases before the ITC say Liebeler makes no secret of her hostility to the laws she administers and has been indifferent to the concerns of workers whose jobs are at stake.

Unions especially oppose her appointment to the court that handles appeals from decisions of the ITC.

When Reagan nominated her, the presidents of six unions with direct knowledge of her attitude joined in a letter to members of the Judiciary Committee expressing their concerns. The signers were Presidents Owen Bieber of the Auto Workers, William Bywater of the Electronic Workers, Jay Mazur of the Ladies Garment Workers, Jack Sheinkman of the Clothing & Textile Workers, Lynn Williams of the Steelworkers and Richard Trumka of the unaffiliated Mine Workers.

The Judiciary Committee split 7-6 on party lines in rejecting a motion to recommend Liebeler's confirmation. It then agreed, 8-5, to send the nomination to the Senate floor without a recommendation.

One of Liebeler's strongest critics has been Sen. John Heinz (R-Pa.), whose state has taken a heavy battering from imports.

Higher education agenda identifies future challenges

A blue-ribbon panel of university educators and labor and business leaders has drafted a "higher education agenda" to lead the nation into the 21st century.

The Commission on National Challenges in Higher Education, which includes AFL-CIO Sec.-Treas. Thomas R. Donahue, recommended specific measures to shore up the partnership between education, government and the private sector.

The 33-member panel outlined the role of higher education in meeting five principal challenges that will require the attention of the next U.S. president.

These concerns include preserving world peace and security, revitalizing the economy, expanding educational opportunity meeting essential human needs and improving the quality of life, and restoring respect for fundamental values and ethics.

In "Memorandum to the 41st President of the United States," the commission called for broadened international studies and research and expanded teaching of foreign languages and cultures.

"Many Americans are uninformed about other peoples and countries, and are poorly prepared for an increasingly interdependent world," it pointed out.

Tuition aid

The report recommended that programs providing tuition assistance for dislocated and displaced workers be strengthened, to offset the shift in employment among regions and industries that has created growing demand for worker retraining. It also called for expanded government research funds, stressing that "the vitality of our economy will also depend heavily on maintaining America's pre-eminence in research."

Colleges and universities must work to upgrade teacher training in elementary and secondary education and must address the growing problem of adult illiteracy, the report found.

The study applauded the four-decade-long partnership between higher education and government that has helped to expand educational opportunity, but warned that signs of declining access to higher education have appeared over the last decade —including rising tuition, increased dropout rates and declining minority participation.

The nation "must make strenuous efforts to improve the quality of elementary and secondary schools and to insure access to colleges and universities" while working to reduce unemployment among minorities and youth and aid the millions of children living in poverty, the report noted.

Babson to step down from Labor Board

Marshall B. Babson announced he will resign from the National Labor Relations Board Aug. 1—nearly 17 months before his term expires.

Babson's departure would nearly coincide with the Aug. 27 expiration of board member Wilford Johansen's term. Babson, a Democrat, was appointed by President Reagan in March 1985.

The five-member NLRB currently has one vacancy which could be filled with the Senate confirmation of John Higgins, who serves as the deputy general counsel.

Skidding economic index points to trouble

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services category with medical costs up eight-tenths of 1 percent and automobile insurance up 1.5 percent, the highest jump since October, 1986.

Food prices climbed three-tenths of 1 percent, while housing was up four-tenths of 1 percent. Transportation was the only major category to decline, and that only one-tenth of 1 percent from December.

And although real earnings for January showed a slight improvement of one-tenth of 1 percent after seasonal adjustment, they were still down nearly a full point from January of 1987 and far worse when compared to a decade ago.

Federation economist Ann Draper emphasized that real earnings in January were down a full 10 percent from January.

The January report on new single-family houses showed sales at 535,000 compared to a revised December rate of 588,000. The January rate was the lowest since December 1982.

Flawed Canadian trade pact perils both nations' workers

Expressing strong opposition to the U.S.-Canadian trade agreement, the Teamsters told a House Ways & Means subcommittee that friendship between the two countries does not foreclose conflicting interests that affect jobs and the future of industries.

Paul R. Locigno, the IBT's governmental affairs director, said his union's Canadian locals oppose the "free trade" pact as vigorously as U.S. members. An agreement that is opposed by the working people of both the countries involved is clearly flawed, he suggested.

Locigno and President Domenic DiPaola of the Leather Goods, Plastics & Novelty Workers joined AFL-CIO Research Director Rudy Oswald in expressing concern at the Reagan Administration's declared policy of allowing "market forces" to determine trade patterns among countries.

Oswald noted that the agreement with Canada does not address the difference in the exchange rate between the currencies of the two countries, which raise the price of U.S. goods by 28 percent across the northern border. That's the equivalent of a 28 percent Canadian tariff, Oswald pointed out.

Locigno noted that the Administration has said that the agreement with Canada is a model for comparable "free trade" agreements with other countries.

"We don't need agreements for their own sake," Locigno stressed.

"Our negotiators must be told they did a poor negotiating job," he urged. One reason for labor's support of the Gephardt amendment in the trade reform bill, Locigno said, is that the government's trade negotiators "consistently sell us out at the negotiating table."

He termed the trade pact with Canada "a crude attempt by the Reagan Administration" to preserve another conservative government.

"It should be renegotiated," he said.

16-year family income study shows gap widens

By Arlee C. Green

American families were generally better off in 1986 than they were 16 years earlier, but the average is lifted by an income tilt toward to the wealthy, further widening the gap between the haves and have-nots. And families with children fared worse than other groups, according to a new congressional study.

The trends identified in this report and the data showing a widening income gap reveal the adverse impact business and government policies have had on some families, said Arnold Cantor, assistant director of the AFL-CIO Dept. of Economic Research.

The growing income disparity has occurred not only because of the direct effects of federal policies, but also as the result of shifts in the national economy indirectly caused by actions of the Reagan Administration, he said. He cited the steep loss of highly paid, unionized manufacturing jobs which are being replaced by non-union, low-pay service jobs.

The study, Trends in Family Income: 1970-1986, was prepared for the Senate Budget Committee and the House Select Committee on Children, Youth & Families by the Congressional Budget Office, the research arm of Congress.

The study showed that median family income, adjusted to account for changes in inflation and family size, grew 20 percent over the 1970-1986 period. The median is that point at which an equal number are above and below. The study ranked families by income, keying on the gains and losses of those at various percentile levels. The 20th percentile income, for example, would be that of the family 20 percent up from the bottom.

Distribution of the gains was lowest for the poorest of families. For those ranked at the 20th percentile of all families based on income, the gain was just 9 percent over the 16 years, compared to 29 percent for those families in the 80th percentile income level.

Widening gap

The gap between the top and bottom had widened by just 4 percent in 1979 as adjusted family income was up 12 percent for those at the 20th percentile and 16 percent for those at the 80th percentile. During the Reagan years, those at the bottom skidded lower, while those at the top made the largest gains.

The percentage of all families listed with incomes less than half the poverty rate fluctuated throughout the 16-year period, ending at 5 percent in 1986, the report showed. For families with children, the 1986 rate was 6 percent, up from 4 percent in 1970. Single mothers with children fared worst, with those surviving on incomes less than half the national poverty level reaching 21 percent in 1986.

The congressional study revealed severe declines in adjusted income for all families where the head of the household was under 25 years old. Using 1970 as a base year, those families at the 80th percentile in that category lost 5 percent in buying power, while those down at the 20th percentile fell 34 percent behind.

Families with children fared even worse. Again using 1970 as a base year, those at the 20th percentile in 1986 had only 44 percent of the income that a similar family did in 1970, while those at the 80th percentile managed to reach 79 percent of the 1970 level.

Those families where the head of the household was 65 or over fared best, with incomes for all families in that category up between 41 and 53 percent over the 16-year period.

For families with children in all but the bottom one-fifth of income levels, the average number of workers per family grew. Those families at the 80th percentile posted the largest gain—jumping from an average of 128 workers per 100 families in 1970 to 142 in 1986. For those at the 20th percentile of families with children, the average number of workers fell from 42 per 100 families in 1970 to 27 in 1986.

Two opposing trends combined to leave the average number of full-time, year-round workers unchanged for all families, but resulted in significant changes in employment patterns for individual family types, the report said. Over the period, the percentage of women in the labor force grew from 43 percent in 1970 to 55 percent in 1986, while the figures for men fell from 80 percent to 76 percent. The increase was particularly marked among married women with children under age six, whose participation rate rose from 30 percent to 54 percent over the 16 years.

Children and elderly

The CBO report included these other findings:

- The number of families with children below the 20th percentile income reached 22 percent in 1986, up from 16 percent in 1970. The number of single mothers with children below that same level reached 57 percent in 1986, up from 54 percent 16 years earlier.
- The number of elderly childless families who fall below the median income level of all families dropped to 48 percent in 1986, down from 60 percent in 1970.
- The number of all families with children living under the poverty level grew from 11 percent in 1970 to 15 percent in 1986.

Working parents supported on expansion of child care

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under 12 had given up a job or a promotion because of lack of child care.

He said the poll showed heavy majorities of working Americans supporting government policies to make child care more available and affordable, and also favoring strict federal standards for licensing of facilities.

Communications Workers President Morton Bahr noted that there are places in licensed facilities, including both child care centers and supervised home facilities, for only one-fourth of the children who need care.

Only eight states require training for child care workers, Bahr noted, and pay levels send a message that "a higher value is placed on parking lot attendants than on those who take care of our children."

Donahue noted that two-thirds of the women entering the labor force over the past decade have children—most under age six.

Still waiting

"A national child care policy and the leadership to achieve it are long overdue," Donahue stressed.

But despite the increased need for child care facilities, the Reagan Administration has moved in the opposite direction.

"It has sought the removal of any significant federal role by slashing funds for existing programs and eliminating all federal standards," Donahue charged. Its response to calls for help "is to suggest that parents must rely on the free marketplace, for-profit centers and employer-sponsored programs, with church and community groups expected to fill the remaining void."

Donahue noted that state and local governments are trying to meet the need but there are "long waiting lists" of parents at all income levels.

He said more employers than ever before are providing some type of child care assistance, but still only 3,000 of six million employers do so.

Although minimal progress has been made at the bargaining table, the AFL-CIO "will continue to encourage affiliates to negotiate child care assistance for their members through the collective bargaining process," Donahue said.

Lesser alternatives

Although "working women will continue to search for the limited church and other nonprofit community-based centers," he noted that "many will have to settle for proprietary centers regardless of their cost and the risk of poor quality."

While there are geographical differences, the typical cost for day care is about $3,000 a year for each child. For two children, that would work out to nearly 30 percent of the median earnings of full-time workers and about 50 percent of the median income of households headed by women.

"Clearly, for millions of people in this country, the cost puts child care out of reach," Donahue testified.

The bill would authorize up to $2.5 billion for child care programs, with a requirement for 20 percent matching funds from the states. It would set up state advisory committees to monitor programs. And it would mandate development of federal health and safety standards for licensing child care facilities and for training child care workers.

Sec.-Treas. Thomas R. Donahue testifies for child care bill on panel with Dr. George Sterne, left, of the American Academy of Pediatrics and President Mary Futrell of the National Education Association.

UFCW's 100,000 growth spurred by bypassing NLRB

A record 100,793 workers were organized by the Food & Commercial Workers in 1987, the sixth consecutive year of an increase in organizing.

William H. Wynn, president of the 1.3-million-member UFCW, noted that the organizing gains came during a volatile year, and were necessary for the UFCW to post an overall increase in membership.

He pointed out that the union started the year by losing 14,500 members when Gemco stores closed in California as a result of a takeover battle. Then, 12,000 jobs were lost in the Safeway leveraged buyout and the union has had to fight to preserve membership in Canada's Maritime Provinces.

Wynn said that without the organizing successes, "the union would have had a membership drop of nearly 100,000."

The union said the 1987 gains exceeded two goals Wynn set in 1983 when he laid out plans for the organizing department, now headed by Vice President Douglas H. Dority, to organize 100,000 workers a year by the end of the decade while reducing reliance on the long-delaying processes of the National Labor Relations Board.

Only 8.3 percent of the new UFCW members joined the union as a result of an NLRB election, Dority said. "The reasons for avoiding the NLRB whenever possible couldn't be clearer," Dority said.

In addition, he noted that 85 percent of the new members are already covered by a UFCW contract.

The 100,000th member organized in 1987 was part of a unit of mostly Hispanic workers employed in a Tyler, Tex., packinghouse, Loggins Meat Co.

Maritime unions press case for manning reflagged ships

Five seagoing unions have asked a federal court to require compliance with a recently enacted law intended to put American crews on the 11 reflagged tankers transferred from Kuwaiti to U.S. registry.

The legislation, which President Reagan signed in January, was intended to close a loophole in a longstanding requirement that ships flying the American flag be manned by U.S. crews. But two days before it would have gone into effect, the Coast Guard waived the manning requirement at the request of Defense Sec. Frank Carlucci.

Carlucci claimed that a waiver would serve "the national defense interest," an assertion that all of the AFL-CIO's maritime unions have vigorously challenged.

The suit by the Marine Engineers, National Maritime Union, Masters, Mates & Pilots, Sailors Union of the Pacific and Marine Firemen & Oilers charged that the waiver of the manning requirements was "an abuse of discretion."

They said it directly contradicted the intent of the law that Congress passed to compel the use of American crews. And in a joint statement, the presidents of the five unions asked, "How can the Defense Dept. argue with a straight face that keeping foreign nationals on these ships will improve national defense?"

The evasion of the new law was strongly protested at a recent meeting of the AFL-CIO Maritime Trades Dept. in a statement joined by all of the affected unions.

Carlucci based his national defense claim on the argument that a requirement for using American crews as a condition for flying the American flag and obtaining the protection of the U.S. Navy would change "one of the conditions existing at the time of the reflagging."

The explanation a Defense Dept. spokesman gave in response to a query was that the "changed conditions" referred to the fact that owners of tankers the Navy was protecting would have to pay higher wages if they used American crews.

Delay inflicts damage

The unions joining in the legal challenge requested a temporary injunction to hold up implementation of the waiver and let the law Congress passed take effect. They said an injunction is justified because the union position is likely to prevail and the seamen denied jobs would suffer "irreparable damage" from further delay.

The 11 reflagged tankers would provide some 500 jobs for U.S. seamen now on the beach. The vessels now carry American masters and radio operators but use foreign crews, mostly from low-wage countries.

Musical Artists appoint Wolff to executive post

New York—The Musical Artists named Sanford I. Wolff as executive secretary to succeed Gene Boucher who stepped down after suffering a stroke last fall.

Wolff had served as executive secretary of the Television & Radio Artists from 1968 to 1985.

The Musical Artists represent 6,000 ballet and opera performers in the United States and Canada.

Unions tune in on organizing strategy

2,000 members participate in federation's 30-city satellite teleconference link

By Candice Johnson

Union members swapped strategies and reviewed organizing techniques in a two-day teleconference developed by the AFL-CIO Dept. of Organization & Field Services and the George Meany Center for Labor Studies.

More than 2,000 trade unionists in 30 cities tuned in the two-day conference which featured panels of union representatives in Washington who discussed techniques and internal organizing campaigns in various industries, as well as role-playing and other exercises to help organizers "open the door" and involve more members in the work of the labor movement.

"Numbers that Count: Internal Organizing Strategies for Local Unions" was produced by the Labor Institute of Public Affairs and was the first videoconference broadcast from the federation's new television studio. Participants were linked to the Washington studio by satellite hook-up.

In opening the program, AFL-CIO President Lane Kirkland said there are no "sure-fire solutions or magic formulas" to address the problems of a changing workplace, but trade unionists can focus on "techniques and strategies that have been found to work and that are being used successfully to attract and activate" nonmembers.

AFL-CIO Organizing Director Richard Wilson stressed the importance of personal one-on-one communication in internal organizing campaigns. "Listening and responding to an individual's concerns, without arguing or giving a speech, are essential" to an effective campaign, he said.

Virginia Diamond, the federation's national organizing coordinator, emphasized three major parts of a successful internal organizing program: using workplace issues as a basis for the campaign, creating a visible union presence on the job and building effective communications with members and non-members.

Union leaders must make a concentrated effort to rebuild membership, develop a core group of active members and revitalize their unions, she said.

Get everyone involved

"Whether we are negotiating a contract, processing a grievance or lobbying a legislator, our strategy should include opportunities for our members to be involved," Diamond stressed. Action can include filling out a survey, signing a petition, wearing a button, or attending a lunchtime rally or legislative hearing, she added.

The first panel featured representatives from three local unions who had mounted successful internal organizing drives. Reese Boulware of Clothing & Textile Workers Local 1855 outlined a union-wide campaign at a J.P. Stevens & Co. mill, where members began internal organizing efforts six months before contract negotiations were to begin in order to boost membership and win a better settlement.

Sharon Pinnock of Government Employees Local 1923 explained her union's "lunch 'n learn" program and stressed the need to organize around workplace concerns—in this case, child care—and recruit new members as the union works to achieve its goal. "The key was to ask" workers to participate in the program, she noted.

Eliseo Medina of Service Employees Local 102 discussed strategies to use when one local union represents workers in several different occupations. The goal was not to sign up new members—the union earlier had won a union security agreement—but to "motivate and involve members to fight for a better contract," he said.

Medina recounted the campaign to fight the "cannot be done blues" that had spread throughout the workforce, noting that organizers stressed to the members that fighting back would require much hard work and a firm commitment from everyone.

Associate Director Jeff McDonald of the labor studies center then reviewed the common elements of those efforts, stressing that "the decision to change" is the key element in any internal campaign.

"Without this decision and the commitment that goes with it, no technique, tool or strategy will get us to our goal," he said.

At the sites, participants reviewed strategies for building workers' participation and discussed the "nuts and bolts" of organizing around issues—specific needs which included gathering information on new workers and ordering food for lunch meetings as well as gaining community contacts and evaluating local union efforts.

Session on role playing

Participants joined in role-playing exercises—led by Gene Morrill of the labor studies center from the AFL-CIO studio—and practiced techniques to help unionists "get in the door" with labor's message. Other on-site programs included techniques to improve one-on-one communications and expanding union visibility.

In questions from the 30 sites—fielded by Diamond, McDonald and panelists—participants examined ways to recruit, educate and motivate members, and shared their success stories.

Panelists included Richard Bessinger of the AFL-CIO; Jerry Byrum, Teachers; Ron Coder, AFSCME; Eileen Kirlin, Communications Workers; Mike Lucas, Electrical Workers; Robert Muehlenkamp, Hospital & Health Care Employees; Sandra Pulaski, Newspaper Guild.

The next nationwide AFL-CIO teleconference—set for June 13 and 14—will focus on retiree health care. Participants will examine ways to derail planned cutbacks in retired workers' coverage and will discuss negotiating techniques and other ways to expand benefits.

'Numbers that count' manual offers ways to grow

These are some of the elements that add up to "numbers that count" from the manual on internal organizing developed by the AFL-CIO Dept. of Organization & Field Services.

Preparation and information gathering. Local union representatives should draw a diagram of the workplace and include each workers' name and membership status to aid in recruiting new members. The group also should maintain a card file on all workers—but especially nonmembers—including address, phone number, job title and other information.

Before any campaign gets underway, the local union also should gather information on the employer, including financial condition, corporate structure, union-management relations and other factors, and should look into allies in the community.

Forming an organizing committee. This group will meet "one-on-one" with workers to recruit new members or to mobilize members around a workplace, safety or legislative concern. Committee members should be well aware of the union's past accomplishments and history of contract negotiations, as well as the specific goals of the current campaign.

Through role-playing exercises and practice sessions, committee members will become comfortable and effective in fielding questions about the union and persuading workers to join the campaign. Assignments should be specific and must include firm deadlines—for example, each committee member will contact 10 specific individuals during the coming two-week period.

Organizing around a specific issue. Membership participation can be sparked and new members recruited when a local union acts to solve problems at the workplace. After identifying which issues are of greatest concerns to a large group—through a membership survey or meeting—the local union should develop a leaflet that explains the problem and provides an opportunity for members to take action.

The local union can gain support from members and non-members with flyers, buttons, phone banks and continued one-on-one conversation.

In addition to membership recruitment drives and other internal organizing strategies, local unions can take steps to improve visibility and union pride in the workplace, including:

- A new employee program in which union members meet with each new worker to provide her or him with information about the union.
- Members-only programs that are not available to "free-riders"—those who reject union membership but want its benefits.
- Community and civic projects that foster friendships among members and create good will in the community.
- Mugs, hats, T-shirts and other items with the union's insignia.
- Newsletters and bulletin board that spread the word about members' good news events.

Open cabaret

New York—Musicians Local 802 won a sweet victory as the city's restrictive "cabaret law" was declared unconstitutional by the state supreme court.

Acting Justice David B. Saxe ruled that "musical and dramatic works fall within rights guaranteed by the First Amendment." He determined that the city can't limit unlicensed clubs to hire only three musicians.

Now they can hire all the musicians they want.

To obtain a cabaret license, a club must operate in a commercial area, have at least two separate street exits and meet fire alarm and sprinkler system ordinances. Many clubs could not meet the requirements and faced stiff fines, the union said, adding that in some cases, the city would padlock clubs in which more than three entertainers were performing.

URW wins contract clause barring tire plant closings

A new three-year agreement between the Rubber Workers and Uniroyal Goodrich Tire Co. guarantees against plant closings at three of the firm's four operations until at least April 1991.

The accord on economic issues was reached well in advance of the Apr. 20 expiration of the current pact and was subsequently ratified by the four URW locals at Uniroyal Goodrich.

The noneconomic issues will be negotiated before the April expiration date, the union said.

Under the new agreement, no general wage increase will occur, but the contract will be reopened on Apr. 21, 1990, for renegotiation of economic issues. Cost-of-living adjustments will not trigger unless the inflation rate exceeds 4.5 percent. In the final two years, the normal COLA provision will apply.

The plant closing protection clause stipulates that workers at plants in Fort Wayne, Ind., and Opelika and Tuscaloosa, Ala., will be protected against such closings during the life of the contract. A special labor-management panel will be created at the Eau Claire, Wis., plant to consider extending the guarantee there also.

URW President Milan Stone said the negotiations "demonstrate that we are willing to sit down and talk with companies to ensure their continuing viability."

The union emphasized, however, that the Uniroyal Goodrich pact on economics is not to be considered an industry pattern when the union sits down with the other two major tire makers — Goodyear and Firestone.

Uniroyal Goodrich is currently restructuring following the August 1986 merger of Uniroyal and B.F. Goodrich companies, and the subsequent acquisition last December by a third party of the Goodrich shares.

House approves civil rights bill on 315-98 vote

Continued from Page 1

"pro-choice" advocates—was offered by Sen. John C. Danforth (R-Mo.) and described as "abortion neutral." Its adoption paved the way for the veto-proof margin.

The Senate majority included 48 Democrats and 27 Republicans. Fourteen Republicans but no Democrats opposed it.

On the House side, the bill came to the floor under a rule allowing a single Republican substitute but barring other amendments. With the abortion issue largely defused, the GOP opposition was keyed to the Administration's claim that the legislation went beyond a narrow correction of a specific Supreme Court decision and broadened civil rights enforcement.

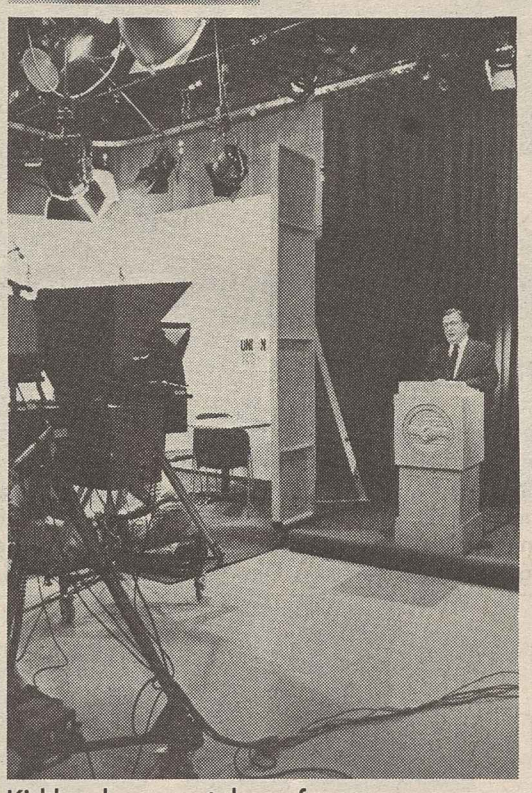
Before the House vote, Reagan sent blunt letters to Republicans reiterating his intent to veto the bill "if it is presented to me in its current form." But after the substitute was beaten, 266-146, a number of its supporters joined to vote for final passage of the unamended bill. On the final vote, 242 Democrats and 73 Republicans voted for passage, with 94 Republicans and four Democrats opposed.

House Education & Labor Committee Chairman Augustus F. Hawkins (D-Calif.) and Rep. Don Edwards (D-Calif.), chairman of the Judiciary Committee's civil rights subcommittee, were floor managers for the bill.

Defending it against attacks, Hawkins told the House that so far as federal funding is concerned, "anyone who dips a hand into the public till shouldn't mind if a little democracy sticks to it."

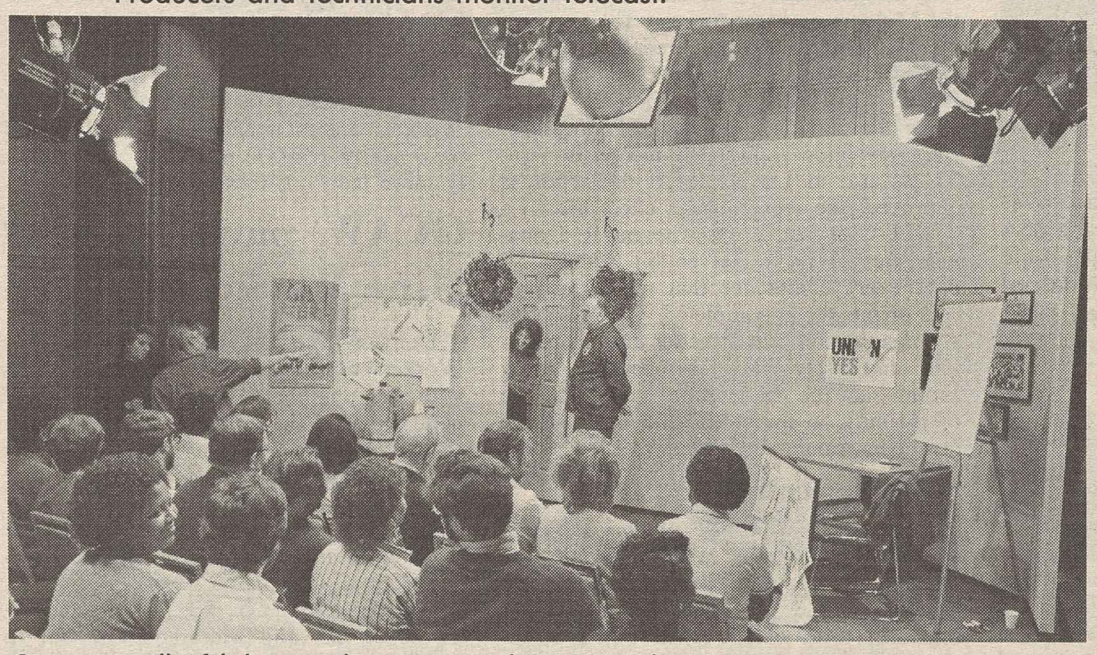
Edwards told the House that the legislation could not wait because the Supreme Court decision had loosened "an avalanche of discrimination."

Producers and technicians monitor telecast.



Kirkland opens teleconference.

Last minute touch up.

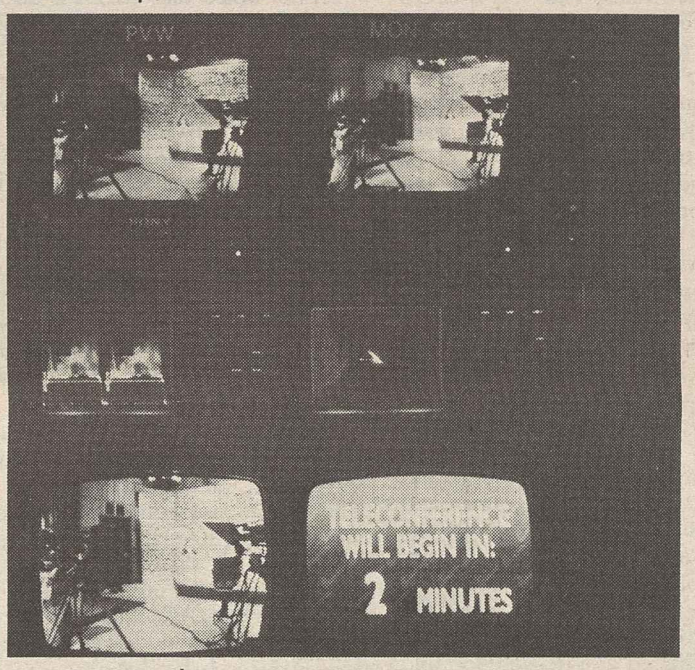


Gene Morrill of labor studies center rehearses with LIPA's Mary Myers.

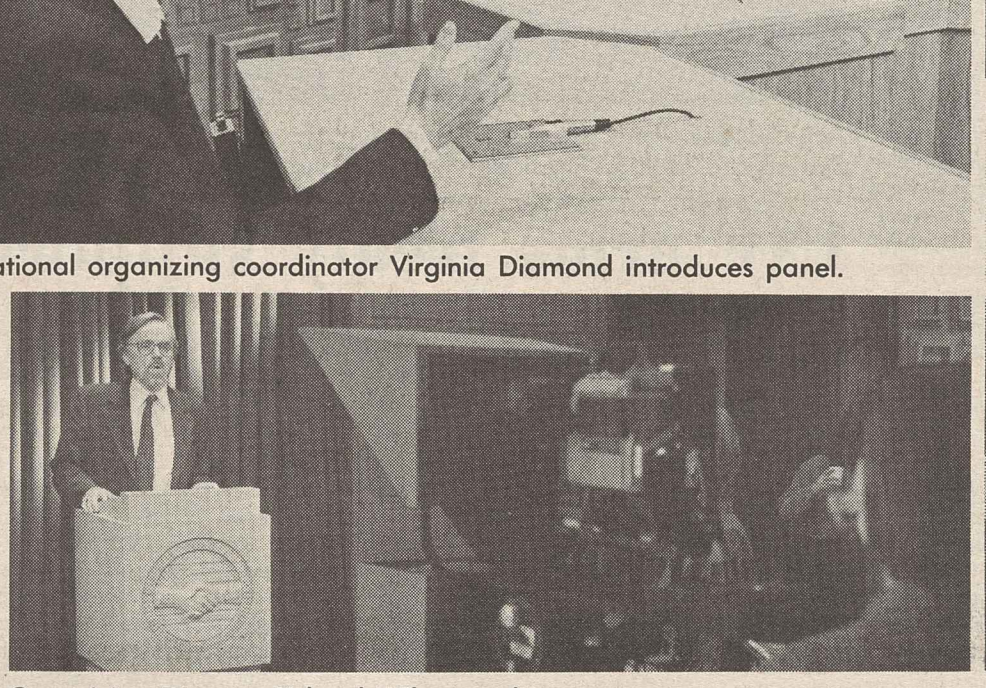
Spreading the word

ORGANIZE

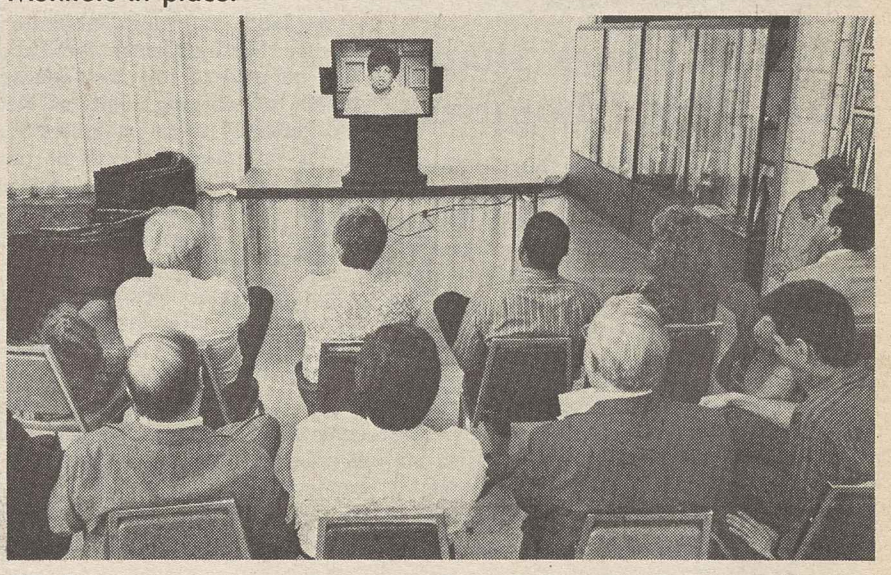
National organizing coordinator Virginia Diamond introduces panel.



Monitors in place.

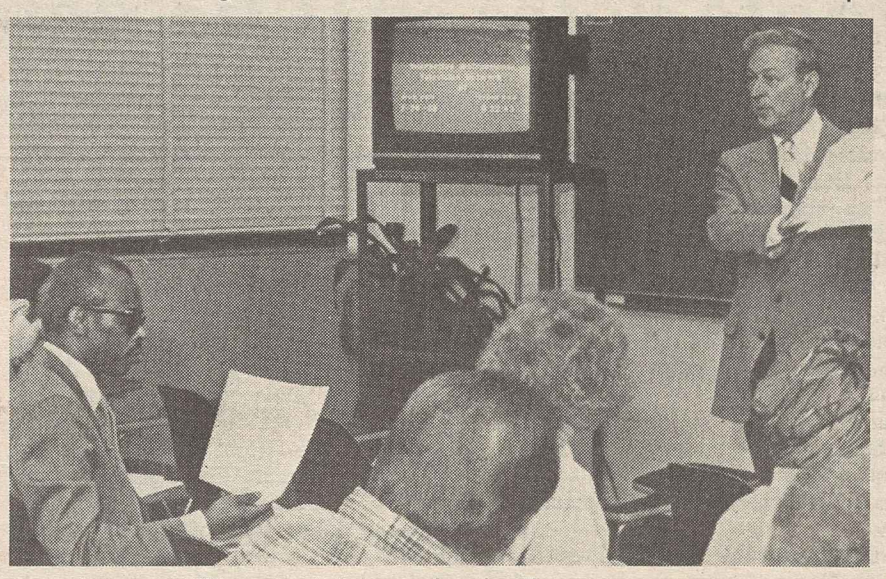


Organizing Director Richard Wilson outlines strategy.

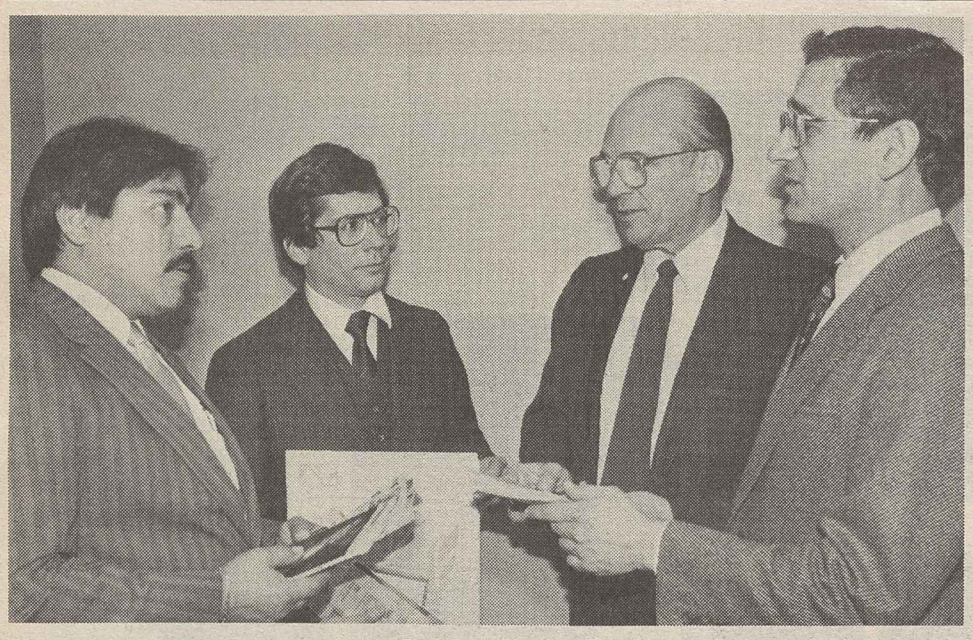


Washington union members tune in at federation headquarters.

Participants go on-line at University of California at Berkeley.



Coordinator William J. Adelman leads Chicago program.



Scouting connection

Memorabilia showing labor's connection to the Boy Scouts of America over the past 75 years were donated to the George Meany Archives by the BSA Labor Advisory Committee, which is urging unions to pass along historic materials to the archives. From left: Jim Sierra of the Food & Commercial Workers, Richard Kline of the Glass, Pottery & Plastics Workers, Ted Reed of the Operating Engineers and Archives Director Stuart Kaufman.

HRDI job training programs aid 12,000 shutdown victims

Bal Harbour, Fla.—The AFL-CIO's Human Resources Development Institute helped provide job training and placement help last year to nearly 12,000 workers hit by plant closings or major layoffs, HRDI President Alan Kistler reported to the institute's board of trustees.

HRDI provided direct assistance to some 2,660 workers in 12 hard-hit communities, Kistler said.

Its direct service programs included job search workshops for dislocated workers, skill training in occupations in demand, and counseling. Ninety-three percent of those who took part in HRDI programs in 1987 moved into new jobs, Kistler reported, at an average starting rate of $8.67 an hour.

Union halls are commonly used as job service centers in HRDI programs, and programs are shaped to the needs of the workers whose jobs have been wiped out, he noted.

HRDI also helped develop 41 other job training programs operated by union and central bodies, funded at $10.4 million and serving 9,200 jobless workers.

Kistler noted that HRDI is also working with the federation's Dept. of Organization & Field Services in helping state and local central bodies secure employment and training funding to help unemployed union members in hard-hit communities. The recently inaugurated Pennsylvania AFL-CIO's Dislocated Workers Coordination Program is an example.

HRDI Executive Director Michael McMillan reported on expanded labor participation in program planning under the Job Training Partnership Act, and on efforts to help dislocated and disabled workers improve their academic skills to qualify for better-paying jobs.

HRDI is now offering remedial education at five learning centers, including one serving the disabled, McMillan reported. The centers use computer equipment and audio-visual materials to provide self-paced instruction so that workers can improve mathematics, reading and other skills as quickly as possible.

Learning laboratory

A labor learning laboratory at the George Meany Center for Labor Studies will be used to test new educational materials for working adults as well as meet the needs of union members participating in the programs that will be offered, McMillan said. The remedial education techniques will also help unions assist recent immigrants and teach labor education subjects, he noted.

HRDI trustees also heard a report on the institute's disability projects that are offering special services to help recently disabled union members go back to work.

Newly-elected HRDI trustees are Presidents Morton Bahr of the Communications Workers, William H. Bywater of the Electronic Workers, Robert A. Georgine of the Building & Construction Trades Dept., and Milan Stone of the Rubber Workers.

Auto Workers share Ford profit bonuses

Dearborn, Mich.—Some 160,000 hourly and salaried workers at Ford Motor Co. will receive profit-sharing checks averaging about $3,700 each, the fifth consecutive year for the union-negotiated profit-sharing payments.

Checks will be distributed to Auto Workers in March. The company rang up a record net income of $4.6 billion for 1987. Ford workers got profit-sharing checks averaging $2,100 last year.

At General Motors Corp., however, no profit-sharing checks will be handed out to workers this year despite a $3.7-billion net income for 1987.

Molders delegates back Glass-Pottery merger

Las Vegas, Nev.—The Molders moved a step closer to merging with the Glass, Pottery & Plastics Workers when delegates to a two-day special convention approved the unification plan in a 197-24 vote.

Molders President Orian Williams welcomed the action as a "step that will lead to many benefits and greater protection for our members."

GPPAW President James E. Hatfield told delegates that "this historic action by the Molders prepares the way for a merger that will bring increased strength to two of North America's oldest labor unions."

The final step in the process comes when the 600 delegates to GPPAW's special convention vote on the merger on Apr. 25-26, also in Las Vegas. If the action is approved, the merger takes effect May 1.

AFL-CIO Sec.-Treas. Thomas R. Donahue stressed in a convention address, "I have every confidence that when the process of merger is completed, you will have an organization that is better able to represent and serve your members in every forum—at the bargaining table, in the community, in the courts and in legislative chambers around the country."

History recalled

Recalling the history of the Molders, Donahue noted that William Sylvis, the union's first treasurer elected in 1860, was a practical and pragmatic negotiator and organizer who helped spell out a social charter for an American labor movement. "He surely would have blessed this merger," Donahue said.

Pointing out that both the Molders and the GPPAW are the products of earlier mergers, Donahue said that the hopes, goals and efforts of "yesterday's craftsmen" to improve their own lives and the lives of their fellow workers and their children "live on within this larger, stronger, more diversified structure that you are continuing to build."

President Shirley Carr of the Canadian Labor Congress also recalled her association with the Molders over the years and told delegates that if she had the opportunity vote on this merger, "I'd vote yes."

The merged union would be called the Glass, Molders, Pottery, Plastics & Allied Workers International Union and would have nearly 100,000 members, with slightly more than one-third from the Molders.

OCAW panel rejects Mine Workers merger

Denver—The Oil, Chemical & Atomic Workers turned down a proposed merger with the unaffiliated Mine Workers. The plan had won the approval of the UMW's executive board but was rejected by the OCAW rank-and-file board by a 6-2 vote.

Members of both unions work for more than 30 common employers, including Exxon Corp., Occidental Petroleum Corp., British Petroleum Co., E.I. du Pont de Nemours & Co. and Marathon Oil Co. In 1986, the OCAW and UMW began working together to compile information for contract negotiations with energy industry employers.

AFL-CIO Sec.-Treas. Thomas R. Donahue discusses benefits of union mergers. Seated are Molders President Williams and GPPAW President Hatfield.

INF arms treaty supported as meeting security needs

The AFL-CIO urged the Senate to ratify the INF nuclear arms treaty with the Soviet Union in testimony before the Senate Foreign Relations Committee, saying it "serves the security interests of the United States and its NATO allies."

Bricklayers President John T. Joyce, chairman of the federation's Committee on Defense, reported that when ratification was endorsed by the AFL-CIO Executive Council, it was called "a first step toward a goal—but only a step."

"Its ultimate value will be determined by whether comparable progress can be made in the reduction of conventional and strategic forces," Joyce said.

He told the senators that five years ago the AFL-CIO expressed the opinion that the best kind of arms control treaty is not one that sets limits or ceilings on weapons, but rather one that causes actual cutbacks.

"According to this view . . . the INF treaty is the best kind of arms control agreement," Joyce said. "It does not set a ceiling; rather it establishes a floor and establishes it at absolute zero. It eliminates an entire class of nuclear weapons."

Joyce pointed out that although the U.S.-Soviet agreement covers only 3 percent of their nuclear arsenal, it sets two precedents—disproportionate reductions are required to equalize the number of weapons at zero, and compliance with the treaty requires verification through on-site inspection.

At the same time, Joyce emphasized the federation's concern about the conventional level of forces in Europe.

"There is now an urgent need to reach agreement on achieving balanced conventional force reductions, so that NATO will not be compelled to build up its conventional forces," he said.

Joyce presented the Senate committee with the full report on the INF treaty by the AFL-CIO Committee on Defense.

Senate votes stiff lie detector curbs

Continued from Page 1

The Senate bill came to the floor with an impressive 12-3 endorsement from the Labor & Human Resources Committee, and an even more impressive "odd couple" sponsorship. Its floor managers were Committee Chairman Edward M. Kennedy (D-Mass.) a staunch advocate of worker rights, and Sen. Orrin G. Hatch (R- Utah), a conservative whose voting record on labor issues is usually an absolute opposite of Kennedy's.

But as Hatch noted in Senate debate, even when properly administered, polygraph tests are so inaccurate that hundreds of thousands of honest people are branded liars.

Food & Commercial Workers President William H. Wynn, hailing the Senate action, termed polygraphs "a psychological rubber hose that has no place in today's workplaces."

Kennedy called the bluff of opponents of the bill by filing a cloture petition to limit debate at a time when it appeared that a mini-filibuster of amendments was being launched to delay action on the bill and perhaps push it off the Senate floor.

Private sector only

But most weakening amendments were defeated, although the Senate approved an exemption for security guards that labor opposed. With some other exceptions, the bill that passed the Senate bars private-sector employers from giving polygraph tests to job applicants. The legislation does not apply to public employees and does not restrict drug testing of workers or job applicants.

It also bars random or regular polygraph testing of workers after they are hired. An employer could not require any employee to take a polygraph test. Nor could he penalize anyone for refusing to do so, or take disciplinary action based solely on the results of a polygraph test.

A worker could only be asked to take a test if it were part of an investigation of a theft or other economic loss and the employer had "reasonable cause" to believe that the worker was concealing knowledge of the matter.

The Reagan Administration has reportedly been divided on the legislation, and there had been some suggestions of a possible veto. But the veto threat appeared to recede as the Senate debate demonstrated strong bipartisan support.

Sen. Dan Quayle (R-Ind.), who with Sen. Phil Gramm (R-Tex.) was a leading opponent, appeared to throw in the towel.

"This Administration is caving in like a house of cards," Quayle complained. "This Administration will not veto this bill."

AMERICA'S NEEDS

American Family Celebration

WORKING FOR CHANGE ★ MAY 14, 1988

On May 14, unions and other groups will stage an American Family Celebration on the Mall in Washington, D.C. This page is one of a series on the six issues the celebration will address.

CHILD CARE

More than two-thirds of the new entries into the labor force in the past decade have been women, and two-thirds of all pre-school children will have a mother in the workforce, as will four out of five school-age children.

Unfortunately, this growing need for quality child care comes at the same time as a growing sense of urgency about the inadequacy of current care—high cost, limited supply and uneven quality of existing child care arrangements.

Too Much Cost, Too Little Care

The result is stress and absenteeism imposed on working parents, as well as stress on the family budget:

- parents pay an average $3,000 per year for even inadequate care;
- that $3,000 price tag is half the income of a minimum wage family and 10 percent of the average family's income.

The national significance of the problem is shown in the numbers: working parents have 10 million children under age 6 and 16 million more between ages 6 and 15.

In recent decades, a handful of far-sighted employers and a few state governments have made some halting efforts (related story, this page), but the response of the federal government has been confined mostly to a tax credit, which averages only $347 per family. Other federal programs have suffered drastic cutbacks since 1981 until one valuable program, HeadStart, has four children on the waiting list for every one enrolled.

These needs have spawned a national campaign to insist on affordable, quality child care, with the federal government playing its proper role of leadership.

For more than a year, a broad range of organizations, including a number of unions, religious, social welfare, civil rights, professional women, educational and medical organizations, have been participating in the Alliance for Better Child Care Services. This cooperative effort has resulted in the development of the Act for Better Child Care Services, called the "ABC Bill." It would make child care more affordable for low- and moderate-income families, improve the quality of child care, increase the number of facilities, as well as the number of qualified day care personnel, and coordinate child care resources.

The Federal Role

The ABC Bill was introduced in November 1987 as Senate bill S. 1885, sponsored by Sen. Christopher Dodd (D-Conn.), and as House bill H.R. 3660, sponsored by Rep. Dale Kildee (D-Mich.).

The bill is co-sponsored by 33 senators and 138 members of the House. Several senators' comments indicate that the political climate is more favorable now for the possible acceptance of a federal initiative.

Sen. Ernest Hollings (D-S.C.), chairman of the Senate Appropriations Committee, said, "I intend to lead the campaign to win funding for the Act for Better Child Care in the fiscal year '89 budget." Sen. John Chafee (R-R.I.) said, "On the average, child care providers make less than parking lot attendants. That means we pay more to watch our cars than to watch our children." On a recent PBS broadcast, Sen. Orrin Hatch (R-Utah) said child care will be his number one issue in 1988.

ABC authorized $2.5 billion for fiscal 1989 (and such sums that are necessary for fiscal years 1990 through 1992) and requires a 20 percent match of funds from state government. Not more than 10 percent of the funds will be spent on administration, and 15 percent is to be spent on improving existing facilities, monitoring compliance with federal standards, and the development of resource and referral programs.

The remainder is to be spent on direct services to children. States will be required to establish grants and low-interest loans for start-up and construction costs for new facilities and renovating and improving existing facilities.

Action Program

Since the budget is the overriding issue in Congress, any new federal program will be extremely difficult to enact and get funded. A major effort on the state and local level will be necessary to move the Congress to act.

AFL-CIO unions are urged to:

1. Join with and support the collaborative effort of the Alliance for Better Child Care operating in your state.

2. Publicize the need for an increased public commitment for child care through newsletters, local press, speeches, and with state and local elected officials.

3. If your senators and congressional representatives are already co-sponsors of the ABC Bill, encourage them to protect it from unreasonable cuts and compromises.

4. Urge your members of Congress who are not on the bill to sign on as co-sponsors.

On the national level, affiliates are urged to join the Alliance for Better Child Care, encourage their Washington legislative representative to attend the ABC meetings and coordinate their lobbying efforts with Jane O'Grady, AFL-CIO Legislative Representative. Other staff persons interested in child care are invited to attend ABC meetings, which deal with both national and state-wide efforts.

CHILD CARE FACTS

While only a handful of American employers and state governments have addressed the problem of quality child care for their employes, those who have find it cost-effective—a good investment which pays off in terms of a high morale workforce with lower turnover and higher productivity. For example:

- Ohio estimates that every $1 spent on child care saves $4 in welfare program costs;
- Colorado reports child care costs 38 percent as much as various supports for a parent who otherwise couldn't work.
- California provides subsidies for low-income children.
- In 1978, the Coalition of Labor Union Women (CLUW) gave an award to Massachusetts for its six-part program that includes a loan fund for construction of child-care facilities; referral programs in 10 communities; a child care allowance for mothers in job training programs; grants to communities which start child care and pre-school programs; increased salaries for child care providers and increased funding for day care licensers and technical assistance programs.

Labor-Management

Although only about 3,000 of the nation's 6 million employers provide child care support of any kind, management is beginning to work with labor in developing creative and cost-effective solutions.

- A joint labor-management program at Boston City Hospital provides an on-site child care center with a sliding scale fee that comes out to only $24 to $40 per week.
- The TransAmerica Life Co. in Los Angeles estimates it was losing $150,000 to $180,000 each year while parents missed work to care for sick children before it opened a 15-bed sick room four blocks away, which the company has been able to run at a cost of $10 a day for one child and $5 for each additional child.

But innovative models of employer-employee-state government action can't do the job as long as the federal government abdicates its role. The initiatives for adequate national child care died under President Nixon's opposition in the early 1970s, when the national phenomenon of parents in the workforce was first taking off—and even the limited federal role of the 1980s has been cut back 28 percent in the federal budget.

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Union security clause upheld in TWA strike

Airline can't abrogate contract provisions

Union security provisions covering flight attendants at Trans World Airlines, including a voluntary dues checkoff, continued in effect during and after a 70-day strike in 1986, the Supreme Court held in a 4-4 decision.

The high court action affirms a ruling by the 8th Circuit U.S. Court of Appeals in favor of the unaffiliated Independent Federation of Flight Attendants against TWA.

"We are extremely pleased with this result," said IFFA President Vicki Frankovich, noting that the decision goes far beyond just dues payments.

Frankovich said the decision "paves the way for us to now enforce—on behalf of all active employees and unreinstated strikers alike—many other important contract terms ignored by Carl Icahn since we began our strike."

The union maintained that the dues checkoff provisions, as well as some other language, remained in effect under provisions of the Railway Labor Act because they were not among changes sought in the old contract.

The AFL-CIO and the Railway Labor Executives Association joined the IFFA in the Supreme Court argument with a "friend of the court" brief.

The labor federation argued that while the collective bargaining agreement allowed the two sides to propose modifications after three years, and then annually, the contract remained in effect "except as to those provisions upon which modification was sought."

"Under that view of the agreement, there was a contract in effect with respect to the union security and dues checkoff arrangements at all relevant times, and TWA's unilateral abrogation of those working conditions was unlawful," the AFL-CIO told the court. In 1984, when the three-year period had passed from the old 1981 agreement, both the union and TWA filed required notices of intention to modify the old agreement, but neither side mentioned any changes in the union security provisions.

Under those provisions, TWA collected dues from the flight attendants as a condition of continued employment.

Two years later, after unsuccessful negotiations and mediation, and a 30-day "cool ing off" period, the IFFA went on strike on Mar. 7, 1986, whereupon TWA hired 2,800 scab replacements and cancelled the security and dues checkoff provisions.

TWA had maintained that it was under no legal obligation because the old contract had expired, but both the district court and appeals court, ruled that the security language remained intact.

New Justice Anthony Kennedy did not participate in the decision.

Pennsylvania AFL-CIO President Julius Uehlein rallies Paperworkers at demonstration on the steps of the state capitol in Harrisburg.

Paperworker rallies spotlight corporate link to struck mills

The Paperworkers' corporate campaign against International Paper Co. featured a rally outside the Bank of Boston and a demonstration on the steps of the Pennsylvania state capitol.

The demonstration by more than 1,000 UPIU members and supporters sought to force one of the Bank of Boston directors to resign from either the IP or the bank board. Following the rally, a union delegation that included Massachusetts AFL-CIO President Arthur Osborn and UPIU Local 4 President Bill Meserve met with bank officials.

In Pennsylvania, 150 members of UPIU Local 1787 and other union supporters rallied on the steps of the state capitol in Harrisburg, seeking the legislature's backing in the union members' fight to regain their jobs and win a fair contract.

The UPIU members had set out across the state in a car caravan, stopping to press officials of Hershey Foods Corp. to force those directors also serving on the IP board to resign.

The UPIU also is seeking the resignation of board members from PNC Financial Corp., Coca-Cola Co., Anheuser-Busch, Warner Lambert and Avon Products.

More than 3,400 UPIU members in four cities were locked out or forced to strike nearly a year ago when the profitable paper company demanded deep wage and benefit cuts.

Pay gains average 5.1 percent in public sector settlements

State and local government workers will receive wage hikes averaging 5.1 percent yearly over the life of union contracts negotiated in 1987, with first-year increases averaging 4.9 percent, the Bureau of Labor Statistics reported.

The report covered state and local government workers only, and those under major agreements covering at least 1,000 workers.

The 1987 agreements brought slightly lower increases than during the 1985-1986 period when the parties typically negotiated last. At that time increases averaged 5.7 percent over the life of the contracts and 5.2 percent in the first year, the bureau said.

The state and local government gains were considerably higher, however, than for private industry, where the latest BLS report showed a 2.1 percent hike over the term and 2.2 percent in the first year. The bureau said, however, that the two groups are not directly comparable, noting such things as most government workers are professional and white collar employees and that cost-of-living clauses are rarely in their contracts.

The bureau said 64 percent of the workers covered by 1987 state and local contracts were employed by local government, where the average gains were 5.5 percent over the contract term and 5.3 percent in the first year. Corresponding rates for state government workers were 4.2 percent and 4.1 percent.

The bureau said the higher local government boosts were due to wage adjustments for primary and secondary school employees, who accounted for two-thirds of all local government workers. School workers get raises averaging 5.8 percent over the term and 5.7 percent the first year.

In a separate report, the bureau said a comprehensive survey of 10.3 million full-time workers in state and local government —both unionized and non-union—showed widespread coverage in retirement programs, medical and life insurance, and paid leave.

Full-time jobs

The survey included full-time workers in state and local governments employing 50 or more workers, excluding Alaska and Hawaii.

It revealed that 98 percent had retirement plans in 1987; 93 percent were covered by medical insurance; 59 percent by dental insurance; 85 percent had life insurance, and 97 percent had paid sick leave.

The survey also showed that of those with retirement plans, 93 percent were involved in defined benefit pension plans, which were widely available to teachers, police and firefighters and regular government workers.

EPA scored for 'excuses' on lag in asbestos cleanup

Congressional, union and industry officials have criticized the Environmental Protection Agency for delaying action to protect millions of Americans from asbestos exposure in public and commercial buildings despite a new EPA report that more than 500,000 buildings contain some loose asbestos.

The EPA, at a news conference Feb. 29 releasing the report, blamed its decision for the delay on a shortage of resources and trained inspectors and contractors.

EPA Assistant Administrator John A. Moore said that asbestos removal, if not done properly, could increase the risk to public health by releasing more asbestos.

EPA's decision was assailed by several concerned groups, including Service Employees President John J. Sweeney, upset by EPA's refusal even to require building inspections to determine the presence and location of asbestos.

"While there may be a debate about whether congressionally mandated rules to protect against hazards in schools should be immediately applied to other public and commercial buildings, there should be no question that, until comprehensive rules are provided, workers and citizens have the right to know that hazard exists," Sweeney said.

Sweeney said it is "unacceptable that there is no requirement to provide workers and others information on which they can take steps to protect themselves."

Rep. James J. Florio, D-N.J., a leader on the issue of protecting workers from asbestos exposure, said he was considering legislation to require action.

Under the rug

"Everything in this report points toward aggressive federal intervention except EPA's recommendations, which amount to nothing more than sweeping this alarming problem under the rug," Florio told reporters.

The new EPA report, ordered by Congress, said of 733,000 public and commercial buildings containing asbestos that could break into inhalable fibers, more than 500,000 have some asbestos that is already damaged, most of them "significantly" damaged. There are a total of 3.6 million public and commercial buildings in the nation.

Unions want stronger grain dust rule

Seven AFL-CIO affiliates petitioned for federal court review of the Occupational Safety & Health Administration's grain dust standard, charging that it is inadequate to protect America's grain workers.

Affiliates signing the petition to the U.S. Court of Appeals for the District of Columbia Circuit include: Food & Allied Service Trades Dept., Grain Millers, Food & Commercial Workers, Teamsters, Retail, Wholesale & Dept. Store Union, Transportation • Communications Union and the Allied Industrial Workers. The Oil, Chemical & Atomic Workers said it would seek to intervene in the case.

FAST Safety Director Deborah Berkowitz said, "We are challenging the government's grain standard because it offers inadequate protection for America's grain handlers. As now written, the standard will not prevent the tragic dust explosions that have already killed three people this year.

"Despite 10 years of evidence that the TNT-like grain dust must be controlled to prevent explosions, OSHA issued a standard that is partial, vague and possibly unenforceable."

When OSHA released the new rule, unions charged that the White House Office of Management & Budget had watered down the regulation to satisfy pressure from industry to do as little as possible. Grain Millers Safety Director Joel Carr said that "OMB officials will have the responsibility for any future worker deaths. The headstones will rest squarely at their feet."

Industry challenge

OSHA issued its long-delayed grain dust standard last Dec. 30 and the National Grain & Feed Association immediately filed suit in the 5th Circuit U.S. Court of Appeals in New Orleans to block its implementation.

The standard is to take effect on Mar. 30, 1988, with initial worker training required to be completed a year later. The deadline for installation of most engineering controls is Apr. 2, 1991.

The new rule, covering about 14,000 grain elevators nationwide, was weakened when a key provision regarding accumulation of grain dust was limited only to areas in grain elevators "near known potential ignition sources."

OSHA set an "action level" that requires removal of grain dust when it reaches one-eighth-inch in depth. Employers, however, may substitute other measures, such as "wetting down" the grain dust or adding oil to it. The National Academy of Science had recommended in 1982 that grain dust be limited to a maximum accumulation of 1/64th of an inch—an amount eight times more stringent than the level set by OSHA.

OSHA estimates that 155,000 workers are covered by the standard, but for thousands of workers in some 9,000 grain mills and nearly 1,000 mills processing other materials, there is no requirement for controlling dust.

Pittsburgh teachers win 40% pay increase

Pittsburgh—A new four-year contract by the Pittsburgh Federation of Teachers containing a 40 percent pay raise by 1991 has been declared a "model" for other negotiators by AFT President Albert Shanker.

In addition to raising starting salaries from $20,000 to $28,000, and boosting top pay to $50,990, the negotiations succeeded in bringing education reform issues to the bargaining table.

Teachers will gain authority in professional and curricular matters under the agreement that covers 3,150 AFT members.

Real wages slump despite '87 productivity gains

By Gene Zack

American workers helped the nation's business community spur the pace of productivity during 1987, but they didn't share in the gains.

The Labor Dept. reported a 1 percent rise in productivity in the business sector, as a 3.4 percent jump in output surpassed the 2.4 rise in hours worked.

During the same 12-month period, real earnings—the value of paychecks after taking inflation's toll into account—were driven down 1.1 percent from the 1986 level, the Bureau of Labor Statistics said. Last year, a 4.5 percent rise in the consumer price index ate up the 3 percent gain in hourly earnings and a three-tenths of 1 percent improvement in the workweek.

The AFL-CIO expressed concern over management's continued failure to share the benefits of increased productivity with the workers whose skills make the improvement possible.

Continuing problems

"The American economy will continue to have troubles as long as stockholders and the occupants of executive suites are the only ones who profit from productivity gains," said federation economist Bill Cunningham.

"Corporate greed is once again putting workers behind the economic eight ball," Cunningham emphasized, as he called on the business community to assure workers "a fair share of the wealth that they help produce."

He emphasized that "the skills and efficiency of American working men and women are responsible for some of the most significant productivity increases anywhere in the world," pointing to a series of government studies showing that American manufacturing workers consistently produced more goods and products at a lower cost than their counterparts in other industrial countries.

Last year, the BLS reported, manufacturing output turned in the best productivity performance of all sectors of the U.S. economy. Productivity advanced 3.3 percent, reflecting a 4.3 percent rise in output at a time when hours increased only nine-tenths of 1 percent.

For the fourth quarter of 1987, the BLS said, manufacturing productivity rose at a seasonally adjusted annual rate of two-tenths of 1 percent. This resulted from an increase of 7 percent in output at a time when hours worked were advancing 6.8 percent.

Real wages fall

During that same October-December period, however, real earnings of manufacturing workers plunged 1.5 percent, as rising prices more than ate up the 2.1 percent increase in hourly compensation.

That marked the sixth consecutive quarter of declining purchasing power for American workers and their families. There has been a steady erosion in real earnings for nearly a decade, with 1987 wages purchasing 10.9 percent less than they did in 1978.

AFL-CIO news

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MEMO FROM COPE

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Continued fight pledged to win strong trade bill

The AFL-CIO expressed strong disagreement with media speculation that presidential primary results will determine the shape of trade legislation being considered by a House-Senate conference committee.

The separate bills passed by the House and Senate last year both contain provisions intended to curb unfair trading practices that have been major factors in a huge, job-destroying trade deficit. The two versions are being considered by a House-Senate conference committee.

While the AFL-CIO has urged adoption of the House-passed Gephardt Amendment, it has also made clear that the Senate counterpart has considerable merit.

"The trade issue is not the exclusive domain of any one candidate nor was Super Tuesday a referendum on the issue," the federation stated.

It noted that the presidential primaries "have brought trade to the forefront of public discussion," and that all Democratic candidates have called for strong action by Congress and that opinion polls have shown public support for this position.

Reagan reversal

"The AFL-CIO remains confident that the final bill will reverse present Administration policy and directly address America's sharp decline in international trade," the federation said.

In 1987, the United States suffered a $171 billion trade deficit as imports topped $424 billion.

Auto Workers President Owen Bieber also took issue with press suggestions that the UAW has lowered its expectations for trade legislation.

Members of Congress who fail to support "an approach that will truly get the results we need in the trade area" will "look back on this as a missed opportunity to serve their constituents and their nation," he said.

Union workers testify on failure of federal labor law to achieve the goal of collective bargaining.

Worker rights a broken promise

House hearings focus on barriers to collective bargaining

By David L. Perlman

Workers whose right to collective bargaining has been sabotaged by their employers testified at House hearings that the promises of the National Labor Relations Act have not been kept.

They spoke from their own experience of the disillusionment and frustration of voting for union representation, only to find that management had a seemingly bottomless bag of tricks to avoid negotiating a contract.

The House Subcommittee on Labor-Management Relations heard witnesses like Bettie Grant, a proud and angry black woman who after working 31 years for an exclusive private club in Birmingham, Ala., earns $4.50 an hour as a cashier. She and her fellow workers voted for union representation more than four years ago.They're still trying to negotiate a first contract.

They heard from Bob Dixon, a third-generation coal miner whose employer aped the double-breasting tactics of construction contractors to phase out union operations and build up a non-union entity.

"When I fought in Vietnam, I had the government behind me," Dixon said. But in the war waged by union-busting employers, "I feel the government gives me no protection when my rights are being destroyed."

Oversight hearing

Witnesses included a practical nurse and an office worker, a skilled tool and die maker and a janitor. There were union representatives of employees of a Burlington, N.C., automotive wiring contractor, and of Hispanic workers in Los Angeles who are just paid pennies above the minimum wage at a factory that makes toy trains.

Subcommittee Chairman William L. Clay described the hearings as a continuation of the review of the National Labor Relations Act begun last month by the Senate Labor Subcommittee.

Four years ago, Clay noted, the House subcommittee had held hearings on the effectiveness of the National Labor Relations Act and concluded that federal labor law wasn't working as Congress intended.

The situation is even worse now, Clay suggested. The NLRA "provides little resistance to an employer who is determined to frustrate employee desires to be represented by a union."

The Senate hearings had spotlighted obstacles to the right to organize. The purpose of the House hearings, Clay said, is to explore the difficulty workers have in negotiating a first union contract and the "new ways" that employers have found "to walk away from longstanding collective bargaining relationships."

Related stories on **Page 3** cover the highlights of testimony by the two panels of worker witnesses.

Public works lag threatens economy

A federal commission has sounded an urgent alarm at the deterioration of America's infrastructure—the physical backbone of the nation's economy.

In terms of today's needs, the National Council on Public Works Improvement gives barely passing grades to highways, mass transit systems, and to sewage and solid waste disposal. It awards a low "D" to hazardous waste cleanup. Aviation and clean water fare somewhat better.

But the council—appointed by President Reagan and congressional leaders—said its two-year study found "convincing evidence" that the nation's infrastructure is inadequate to "the demands of future economic growth and development."

It called for policies to "ensure that our highways and subways can move us swiftly and safely; that our homes, farms and industries are supplied with ample clean water; that we reduce and safely dispose of the increasing volume of poisonous wastes our society generates; and that we provide the structural underpinnings for a robust and competitive economy."

Consensus of concern

That's what the labor movement has been saying for some time. A 1983 report by the Labor-Management Group, a non-governmental body of union and business leaders, expressed many of the same concerns.

The new study was mandated by a 1984 law that created the five-member National Council on Public Works Improvement to assess the state of America's infrastructure. Joseph M. Giglio of the Bear, Sterns investment firm served as chairman.

The council's final report to Congress and the President called for "a national commitment, shared by all levels of government, the private sector and the public, to vastly improve America's infrastructure."

It said carrying out such a commitment could require doubling the $45 billion the nation spent on public works in 1985. The council said users should pay a bigger share of the cost of infrastructure service. But despite a majority of Reagan appointees, its members were unanimous in insist-

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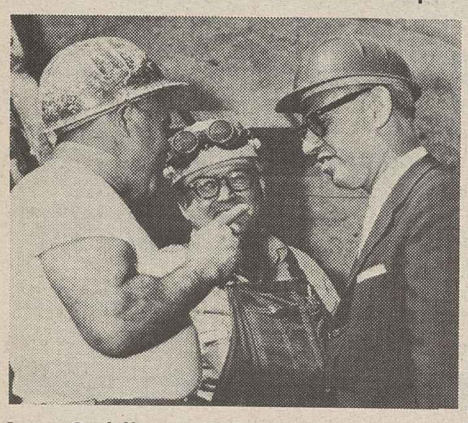
3/12/88

Predecessor of Labor Dept.

First Labor Sec. Wilson.

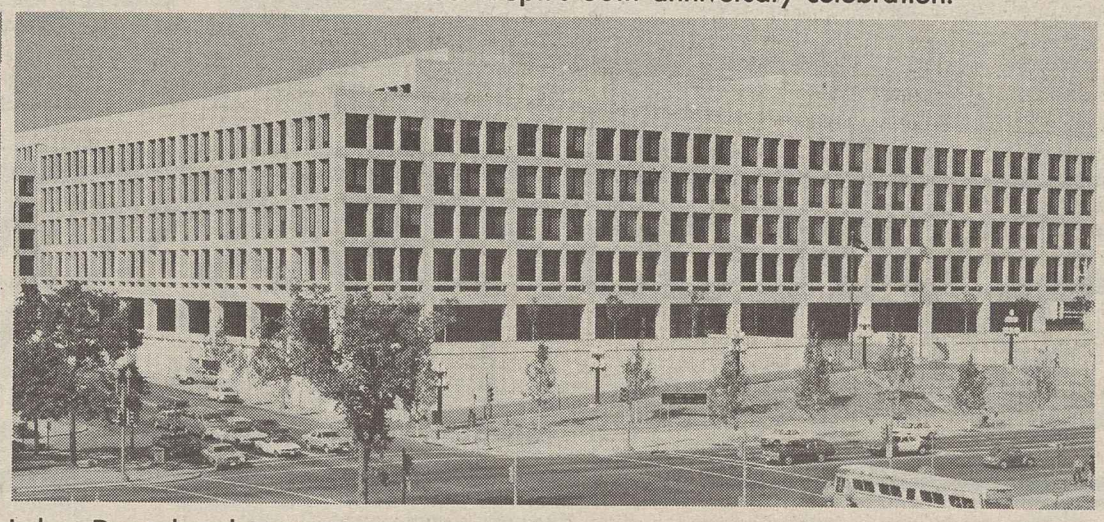
Sec. Frances Perkins.

AFL-CIO President George Meany, President Kennedy and Labor Secretaries Willard Wirtz and Frances Perkins at Labor Dept.'s 50th anniversary celebration.



Sec. Goldberg with workers.

Sec. Ann McLaughlin.



Labor Dept. headquarters.

At 75, Labor Dept. pursues workers' unmet goals

By Arlee C. Green

The Labor Dept., celebrating its 75th anniversary, still has as its main mission the statutory requirement to "foster, promote and develop the welfare of working people, to improve their working conditions and to enhance their opportunities for profitable employment."

Noting its anniversary, AFL-CIO President Lane Kirkland said in a message to the department, "As we have since its founding, the American labor movement remains committed to do all that we can to assist the Labor Dept. in the fulfillment of that mission. We have come far since 1913, but we still have hard work to do to assure all workers fairness, health, equity and opportunity on the job." He pledged the federation's continued cooperation.

The idea of creating a department representing workers was advocated after the Civil War by William Sylvis, first president of the Molders. A Bureau of Labor was established in 1884 in the Interior Dept.; in 1903, a Dept. of Commerce & Labor was created, and in 1913, outgoing President Taft signed a law authorizing the Cabinet-level department. William B. Wilson, a former Mine Workers' official, was appointed the first Secretary of Labor.

Wilson set up a national employment service in 1915 and at the outset of World War I, the department mobilized 3 million workers for jobs in agriculture, shipbuilding and defense plants.

Under Presidents Harding, Coolidge and Hoover, the government's role was reduced. Sec. James Davis, who rose from being an "iron puddler" in a steel mill, helped carry out restrictive immigration laws enacted during the 1920s, but also expanded the Children's Bureau and laid the groundwork for child labor legislation.

In 1930, William Doak of the Railway Trainmen became the Secretary. He pushed for passage of the Davis-Bacon Act in 1931 to set wage rates on federal construction projects.

First woman secretary

In 1933, President Roosevelt named Frances Perkins to head the Labor Dept. During 12 years as secretary, she oversaw the administration of many laws vital to workers. Working with union leaders, she developed a program for easing unemployment that included abolition of child labor, higher wages, and government recognition of workers' right to organize. The department administered the Walsh-Healey Public Contracts Act and later the Fair Labor Standards Act which set a minimum wage of 25 cents an hour and a maximum workweek of 40 hours.

The department played a smaller role in the World War II, but its Bureau of Labor Statistics provided research to the Office of Price Administration, the War Labor Board and the Armed Forces.

In 1947, Congress imposed severe restrictions on unions under the Taft-Hartley Act, and slashed Labor Dept. funds and shuffled agencies in and out of the department. After President Truman's re-election, the department underwent a rebirth as funding was restored, staff added, and the Bureau of Employment Security and the unemployment insurance system were returned to its control.

President Eisenhower's first Labor Secretary, Martin P. Durkin, a former Plumbers' president, resigned after proposing to Congress Taft-Hartley amendments that he believed Eisenhower supported. Eisenhower denied approving them.

During the '50s, the minimum wage went to $1 an hour, another 7 million workers came under unemployment insurance coverage and the working conditions of migrant farm workers came under further regulation. The department was required to provide the public with descriptions and annual reports of covered pension plans and under the Landrum-Griffin Act, it began handling the reporting requirements placed on unions.

President Kennedy's Labor Sec. Arthur J. Goldberg, special counsel to the AFL-CIO, helped mediate a number of labor disputes during his tenure. Significant gains were made in the employment and training, the minimum wage was raised to $1.25 an hour and 3.6 million more workers brought under its coverage.

Under President Johnson, Labor Sec. W. Willard Wirtz established the Manpower Administration encompassing employment and training programs, and developed the Work Incentive Program to get able-bodied welfare recipients back on payrolls.

The Nixon and Ford Administrations had five secretaries of Labor, including Peter J. Brennan, president of the New York City Building & Construction Trades Council; John T. Dunlop, a labor economist, and William J. Usery, a former Machinists' representative. During this period, the Comprehensive Employment & Training Act replaced a number of programs with a form of revenue-sharing to increase state and local governments' autonomy.

In 1970, the department acquired one of its most demanding responsibilities ever with enactment of the Occupational Safety & Health Act. Equal job opportunity was advanced as the department focused on minority hiring by federal contractors, and the Employee Retirement Income Security Act of 1974 required the department to oversee more than 1 million pension plans.

Public service

Labor Sec. Ray Marshall, appointed by President Carter, administered $8 billion for public service employment and other activities under CETA, provided youth-oriented job training programs, and handled health and safety duties under the Mine Safety & Health Administration when it was transferred to the Labor Dept. in 1978.

Under President Reagan, Labor Sec. Raymond Donovan and William E. Brock have made numerous changes in department policy, by making changes in the Davis-Bacon Act, allowing industrial homework in certain garment trades, reducing departmental employment by 21 percent and replacing CETA with the Job Training & Partnership Act.

Ann McLaughlin, the current Labor Secretary, was sworn in last Dec. 17.

7 million jobless even as rate dips to 5.7%

The nation's civilian unemployment rate dropped to 5.7 percent in February, the lowest level since 1979 but nearly 7 million jobless were searching for work.

Despite the drop in the official rate, 13.1 million Americans suffered the effects of the job market—6.9 million classified as officially unemployed; 910,000 too discouraged to look for work, and 5.3 million working only part-time because of economic reasons.

Of those officially jobless, latest government data show only 36.5 percent received unemployment benefits.

A separate survey of business payrolls showed 531,000 new jobs in February, for a total of 104.3 million, but the vast majority of gains were in the service sector. Construction jobs were up 105,000, while manufacturing positions rose only 20,000.

The February seasonally adjusted rate of 5.7 percent for all categories was a drop of one-tenth of 1 percent from January's 5.8 percent level.

Despite the drop in the overall unemployment rate, there were several disturbing aspects of the latest Bureau of Labor Statistics data.

- Black unemployment rose nearly a half a point to 12.6 percent, with joblessness among black teenagers soaring to 38.3 percent. The rate for young black men stands at a startling 42 percent.
- Hispanic unemployment rose nearly a full point to 8.3 percent.
- In the financial sector, employment dropped by 10,000, the first sign of layoffs following the October stock market plunge.
- The manufacturing workweek declined two-tenths of an hour to 40.9 hours, and factory overtime declined slightly to 3.8 hours.
- Joblessness increased to 8.4 percent in Texas, the same level as Michigan despite a decline there, and rose to 7.5 percent in Illinois.

The Labor Dept. also reported that initial claims for unemployment benefits for the week ended Feb. 20 rose by 5,000 from the week before to 328,000.

AFT presses research in teaching skills

The Teachers urged a Senate subcommittee to approve $25 million in matching funds for research to produce tests that will examine what skills are needed to be a superior teacher.

AFT President Albert Shanker said Congress should provide the funds for the National Board of Professional Teaching Standards and that such money be earmarked for research.

Shanker said current teacher examinations are "simple instruments that have no relationship to skills needed in the classroom."

"If this effort is successful, we believe teacher training institutions will modify their curriculum to meet the new standards in the profession and more qualified people will aspire to meet the higher standards expected from teachers," he said.

Shanker's comments were made to the Subcommittee on Education, Arts and Humanities of the Senate Committee on Labor and Human Resources.

Bloomingdale's pact has takeover clause

New York—Local 3 of the Retail, Wholesale & Dept. Store Union reached a new three-year agreement for about 4,000 employees of Bloomingdale's, protecting them in the event of a successful takeover bid.

A key clause in the agreement is a successor provision guaranteeing terms of the contract in the event of a takeover.

The agreement calls for an immediate $10 per week raise for full-time employees, with four additional boosts over the life of the contract. Full-time, non-commission workers will receive a total of $45 per week additional over the three-year period.

The union had sought early negotiations amid reports that Federated Department Stores, which owns Bloomingdale's, was involved in a takeover bid by a Canadian firm, Campeau Corp.

Federated announced on Mar. 2 that it had accepted a bid from R.H. Macy & Co. The resultant Macy's/Federated corporation would control 750 department stores nationwide, according to Federated.

Employer stalling mocks U.S. labor law's promise of right to bargaining

Union witnesses Bettie Grant, UFCW; Shirley Brown, USWA, and Charles Shephard, ACTWU, tell their stories at House labor law hearings.

This is the story of workers who want dignity on the job, a decent wage, and a union to defend their rights.

It's a story told to the House Subcommittee on Labor-Management Relations by two Alabama women who don't like to be pushed around, and by a young union organizer from California.

If you live near Birmingham, you've heard of "The Club," whose socially prominent members are served by a staff of 160 workers. The club members are all white; all but two of the workers in the bargaining unit are black.

Bettie J. Grant is a cashier at The Club, and after 31 years of service earns all of $4.50 an hour.

She's also a member of the negotiating team for Food & Commercial Workers Local 1657, which won a union representation election in September 1983. Management, which had fought the union, challenged the outcome and it took two years to get an NLRB certification and bring management to the bargaining table. The first bargaining session was in February 1986.

Two-year stall

Grant testified that management refused to discuss economic issues until agreement had been reached on other contract language. More than two years later, it's still being negotiated.

The company lawyer proposed some 40 pages of contract language, she said, including "a five-page management rights clause which reserves to management every conceivable right." And before the union could take a grievance to arbitration, it would have to obtain a final court order that the issue should be arbitrated.

So far, management's lone "concession" has been to agree that workers would only be discharged for "just cause." But it insists that management has to be the sole judge of what constitutes just cause.

No union could accept such conditions, Grant said. The workers still want a union contract, but have found that the promises of the National Labor Relations Act "are worthless."

Shirley Brown is a practical nurse at the Lloyd Noland Hospital in Fairfield, Ala., where workers know the difference a union makes. The Steelworkers, strong in the community, organized the hospital back in 1942. "It was a positive relationship," Brown testified. The grievance procedure worked. Morale was high. Patient care was good.

But change came in 1982, when the hospital directors brought in a new administration that took "full advantage of the weaknesses in the labor law" to undermine the union and frustrate collective bargaining.

Brown is still making $5.91 an hour, the rate she made five years ago. In a wage reopener, the hospital refused to accept the recommendations of a Board of Inquiry for a modest increase.

The union contract expired in 1985 and the union has been unable to reach an agreement. The hospital, which shows a profit, proposed to cut wages 47 cents an hour and reduce benefits, she testified. It has abolished checkoff of dues and sought repeatedly to have the union decertified.

Brown said the union is taking its message to the community, seeking and getting support. But she stressed that the workers don't expect any help from the National Labor Relations Board or the law it is supposed to enforce. "We do not believe the board will be on our side."

No benefits

Charles Sheppard, a business agent for the California Joint Board of the Clothing & Textile Workers, came to Washington on behalf of the employees of Athearn, Inc., which makes toy trains at a plant in Compton.

The workers there, nearly all Spanish-speaking women, voted 71-17 for union representation two years ago. And no wonder.

They were paid the minimum wage, received no health insurance or pension benefits, and lost pay when they were sick.

"The workers came to the negotiating table with a modest set of proposals and an abiding faith in the collective bargaining process and the labor law," Sheppard testified. But two years later, "the workers still have no contract and they no longer believe that the law provides them with any meaningful protection."

The only pay offer has been a 15-cent increase, which would still leave workers below $4 an hour. The only concession to a grievance procedure was to allow the union to bring one grievance each year to arbitration. And the employer has refused to consider any health benefits or pension.

An NLRB complaint of refusal to bargain in good faith was settled by the employer's agreement to post a notice stating that "we will not refuse or fail to bargain in good faith."

But despite the notice, Sheppard said, nothing has changed. The company continues the same tactics as before.

"What shall we tell the workers who put their faith in the system?" he asked the members of Congress. "I would like to tell the Athearn workers that there are legislators in Washington who care about these matters."

Employer tactics to subvert collective bargaining are described by a union panel, from left: William McFadden, IAM; John Dickerson, IBEW; Ophelia Rico, SEIU; Bob Dixon, UMW, and Kathy May, IBT.

Double-breasting infection spreads

Construction workers who have seen their employers go double-breasted—setting up nonunion entities to evade union contracts—would easily recognize the tactics Bob Dixon and John Dickerson described at House hearings.

Dixon is president of Mine Workers Local 2274 and works for the Pittston Co.'s Clinchfield Coal division in McClure, Va. Pittston was part of a multi-employer association that bargained in good faith with the UMW, but broke away last year—for reasons that quickly became apparent.

The union started digging into the company's corporate links to find a better explanation than the claim of "economic reasons" for a drop in mine employment from 4,000 to 2,000 UMW members. It found, Dixon testified, "a complete new corporate tree of non-union mining subsidiaries."

It found also that some 52 million tons of coal reserves have been taken away from Pittston's union operations, Dixon related. But Pittston's non-union arm gained 44 million tons of new coal reserves in the same year, he testified.

"I'm just a coal miner who has worked hard for his company and who has tried to represent his local union members as best I can," he said. "Now, I feel like a cruel hoax has been played on all of us."

John Dickerson's testimony had a different setting, but the issue was similar.

Dickerson is an international representative of the Electrical Workers who helped organize employees of NCA Inc. a firm in Burlington, N.C. NCA was one of eight subsidiaries of the Alphabet Co., which is an automotive wiring contractor for a division of General Motors.

After the IBEW won the election, the company's retaliation was to lay off most of its workers and move production to a non-union sister subsidiary 10 miles down the road.

Unfair labor practice charges brought some relief, but the company didn't change its ways. It agreed to a union contract just months before closing the plant entirely. The non-union sister plant remains in operation.

How janitorial services were repeatedly changed to push down wages to half the level that had been negotiated by Service Employees Local 339 was described by Ofelia C. Rico, a janitor who worked for a cleaning subcontractor at the Southern California Gas Co. building in Los Angeles.

Verbal aptitude test

The gas company ran through four contractors in less than a year, she said, and finally abandoned the contracting arrangement and announced that it would directly employ a cleaning force. But, Rico said, most of the former union members wouldn't be hired because the company imposed a verbal aptitude test that Spanish-speaking workers couldn't pass. Previously, she said, "janitors didn't have to be fluent in English to clean the bathrooms."

Kathy May and her fellow employees at the Child World toy distribution center in Newburgh, N.Y., were technically employed by a firm called Performance Leasing that ran the operation under a contract from Child World.

After workers voted for representation by Teamsters Local 445, Child World cancelled its contract. Performance Leasing employees who wanted to keep their jobs had to apply as new workers. No active union supporter was rehired.

The NLRB hearing is still to come. But May said the NLRB wouldn't have even issued a complaint if a supervisor hadn't been willing to testify that Child World was calling the shots when the Performance Leasing contract was in effect.

William McFadden is a skilled tool and die maker and a member of the Machinists Local 967 negotiating committee at what until recently was the General Electric plant in Auburn, N.Y.

But in 1985 GE entered into a joint venture with Westinghouse and Mitsubishi, and the Auburn workers were told they were employees of a new entity called Powerex.

"We went to work at the same plant, did the same job, had the same supervisors and dealt with the same local management," McFadden said.

"The only thing that was not the same was our collective bargaining agreement. GE, in effect, sold the company to itself and wiped out years of our hard-won benefits," he testified.

Criminal charges sought in deaths of 28 craftsmen

The Occupational Safety & Health Administration has asked the Justice Dept. to consider bringing criminal charges against Texstar Construction Corp., a subcontractor on a Bridgeport, Conn., apartment complex that collapsed last spring killing 28 union workers and injuring 10 others.

OSHA last October proposed a $2.5-million fine against Texstar for safety violations involving the lift-slab method of construction, where concrete floor slabs are poured one on top of another and then lifted into place.

The twin towers of L'Ambience Plaza collapsed, OSHA said, because the heavy slabs were lifted into place without adequate bracing, lifting jacks weren't secured and two support columns were removed from the original building design, increasing the stress placed on the lifting system.

A quick response by the Justice Dept. on OSHA's request is not expected. OSHA is still waiting to hear on its April 1986 request for criminal prosecution of Union Carbide Corp. for record-keeping violations.

Sen. Lowell Weicker (R-Conn.), a member of the Senate Labor & Human Resources Committee, said he will focus attention on the Bridgeport tragedy during the oversight hearings. Weicker has sponsored a bill to set up a trust fund, financed from fines levied by OSHA, for the victims of the building collapse.

President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. expressed support for Weicker's bill.

HERE locals ratify new Yale contracts

New Haven, Conn.—The Hotel Employees & Restaurant Employees signed a new four-year agreement with Yale University that wages 20-25 percent over the contract term and reclassifies jobs to address "economic discrimination" against women and minority workers, the union said.

Some 2,500 members of HERE Local 34—representing clerical and technical workers—ratified the settlement in a near unanimous vote, while the 1,300 Local 35 members—cafeteria and maintenance workers—voted 303-23 for the accord.

After high school: good-paying jobs grow scarce

More young men and women are earning their high school diplomas than ever before, but a new survey shows that's not enough in today's job market.

A 104-page report, "The Forgotten Half: Non-College Youth In America," said young people who stop their education at high school are "in danger of being left at the starting gate."

Only 36 percent of male high school graduates found work in stable, high-wage occupations in 1986, compared to 57 percent in 1968, the survey found—pointing up the plight of young people whose parents did quite well with the same job market qualifications.

The study, conducted by the Commission on Work, Family and Citizenship of the William T. Grant Foundation, underscores the plight of 20 million youngsters, aged 16-24, who face major roadblocks in making the move directly from high school to the workplace.

It said the federal government needs to spend $50 billion in additional funds over the next 10 years, financed by a tax increase if necessary, to improve job training, placement, and adult education programs.

Barbara J. Easterling, executive vice president of the Communications Workers, represented organized labor on the commission.

Alarming future

The report pictures an alarming fate for young persons trying to maintain a decent life without an advanced education, noting that because they lack a college credential or other training, they are locked out of the most prestigious, high-salaried occupations.

"This nation may face a future divided not along lines of race or geography, but of educational attainment," the report said.

Much of the reason, the report shows, is that where high school graduates once attained steady, good-paying jobs in manufacturing, agriculture and transportation, those jobs are disappearing by the millions.

Former U.S. Commissioner of Education Harold Howe II, who chaired the commission, said the decline in America's manufacturing-based economy "has had a debilitating effect on young workers."

The AFL-CIO estimates more than 2 million manufacturing jobs were lost between 1979 and 1985, and the report said it was particularly harsh on young men under 20, with manufacturing jobs for them dropping from 44 percent on 1973 to 22 percent in 1986.

The report said service sector jobs are now the main source of employment for non-college youth, paying them about half in real wages of the jobs lost in manufacturing, often without fringe benefits.

On the plus side, the report found that most youth are staying in high school, fewer teenaged girls are having babies and drug use, though high, is down from levels in the 1970s.

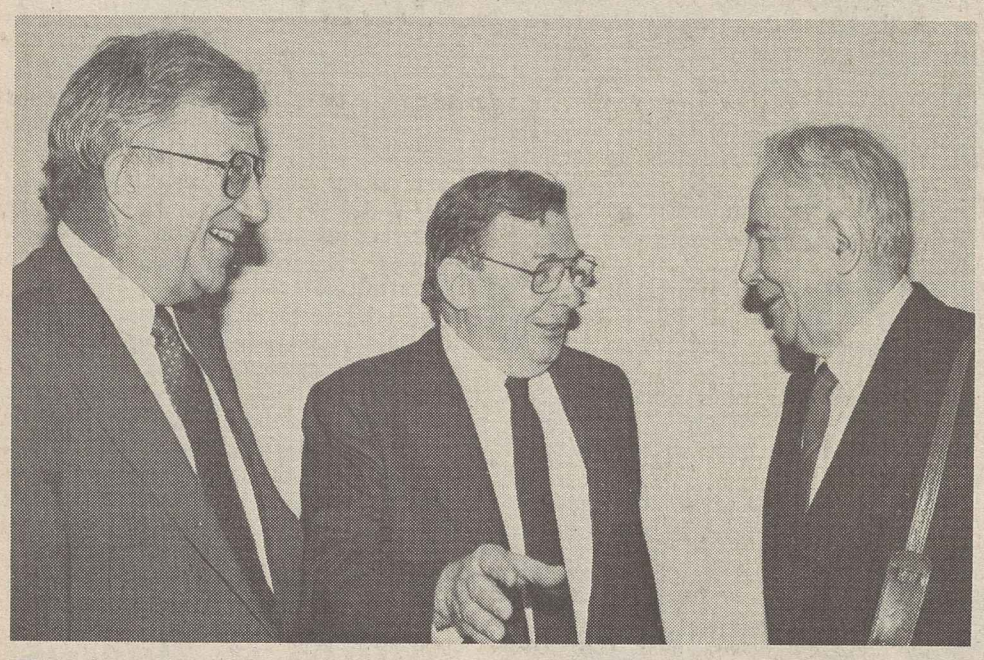
But when they do graduate from high school, the survey said, few can find full-time jobs with wages sufficient to support a family—only 43.7 percent of young men had incomes in 1985 high enough to keep a family of three above the poverty level.

The commission urged schools to be more flexible in the ways and places students are taught. It also urged a stronger link between schools and jobs, saying that young people who will not attend college need to be exposed to various occupations.

The report also recommended that:

- School officials should welcome back former students who realize the value of education after they leave.
- Government and community institutions need to offer a variety of "added chance" programs for youths out of school and out of work.
- Job training and adult education programs need to be expanded and a greater investment needs to be made in basic learning for disadvantaged children.

Single copies of the full report are available without charge from: Youth & America's Future, 1001 Connecticut Ave., NW, Suite 301, Washington, DC 20036.



Freedom fighter

Milovan Djilas, a former Yugoslav communist leader who rejected totalitarianism and spent a decade in prison, is greeted by AFL-CIO President Lane Kirkland and Teachers President Albert Shanker, left, at a Washington reception. Djilas, 76, has written 25 books on the politics and society of eastern European nations as well as several novels.

White House agency blocks formaldehyde cancer alert

The Occupational Safety & Health Administration will use a "catchall" standard requiring manufacturing firms to inform workers of formaldehyde hazards and to label products containing the cancer-causing chemical.

Non-manufacturing employers won't be required to adhere to the provisions of the hazard communication standard until its coverage is expanded in May, OSHA said.

Under a court order, OSHA had issued a formaldehyde standard in December that included additional requirements for labeling and providing safety data sheets on the chemical for all employers. But the provisions were killed by President Reagan's Office of Management & Budget during a review of the "paperwork burden" the standard would put on employers.

The Auto Workers protested OMB's last-minute decision disapproving of several key hazard communication provisions in the formaldehyde standard, calling it "an outrageous distortion of whatever legitimate role OMB might have under the Paperwork Reduction Act."

Dr. Frank Mirer, UAW safety director, scored the agency's "continuing collusion with the formaldehyde industry. OMB might as well be renamed the 'Official Mouthpiece of Business'. I can't imagine that Congress intended for them to get into the guts of a health and safety standard" then use that authority to overrule the expert agency, Mirer said.

OMB disapproved of all formaldehyde warnings beyond those required under the agency's hazard communication standard.

Insufficient data

The budget agency insisted that it lacked sufficient information to determine whether the warning provisions are consistent with the Paperwork Reduction Act.

The provisions OMB rejected required that:

- Formaldehyde gas, all mixtures or solutions with more than 0.1 percent formaldehyde and materials capable of emitting formaldehyde at concentrations exceeding that amount be considered a health hazard.
- Manufacturers and importers supply users of products containing formaldehyde with material safety data sheets.
- Hazard warning labels containing the information "potential carcinogen" be affixed to all containers where formaldehyde presents a health hazard.
- Employers using hazardous formaldehyde-containing materials develop and update material safety data sheets for those products.

AFGE protests ease Air Force layoff toll

Strong protests by the Government Employees, including informational picketing at six Air Force bases across the country, brought a partial reprieve for federal workers caught in a budget squeeze.

Nearly 100,000 workers at Air Force Logistic Command installations faced a probable 10-day payless furlough because the agency was short of funds to meet its payroll costs for the balance of this fiscal year.

AFGE President Kenneth T. Blaylock said union and congressional intervention resulted in the Air Force shifting added funds to the payroll account. This reduced the layoff threat to four days. But Blaylock stressed that the union is continuing to press for full paychecks and no layoffs.

Decisive Senate rollcall vote on curbing polygraph abuse

This is the 69-27 vote by which the Senate on Mar. 3 passed the labor-supported bill to severely restrict employer use of polygraph testing.

FOR LABOR'S POSITION

Democrats 50

Adams (Wash.)	Daschle (S.D.)	Kennedy (Mass.)	Proxmire (Wis.)
Baucus (Mont.)	DeConcini (Ariz.)	Kerry (Mass.)	Pryor (Ark.)
Bentsen (Tex.)	Dixon (Ill.)	Lautenberg (N.J.)	Reid (Nev.)
Bingaman (N.M.)	Dodd (Conn.)	Leahy (Vt.)	Riegle (Mich.)
Boren (Okla.)	Exon (Neb.)	Levin (Mich.)	Rockefeller (W.Va.)
Bradley (N.J.)	Ford (Ky.)	Matsunaga (Hawaii)	Sanford (N.C.)
Breaux (La.)	Fowler (Ga.)	Melcher (Mont.)	Sarbanes (Md.)
Bumpers (Ark.)	Glenn (Ohio)	Metzenbaum (Ohio)	Sasser (Tenn.)
Burdick (N.D.)	Harkin (Iowa)	Mikulski (Md.)	Shelby (Ala.)
Byrd (W.Va.)	Heflin (Ala.)	Mitchell (Me.)	Stennis (Miss.)
Chiles (Fla.)	Hollings (S.C.)	Moynihan (N.Y.)	Wirth (Colo.)
Conrad (N.D.)	Inouye (Hawaii)	Nunn (Ga.)	
Cranston (Calif.)	Johnston (La.)	Pell (R.I.)	

Republicans 19

Boschwitz (Minn.)	Domenici (N.M.)	Heinz (Pa.)	Simpson (Wyo.)
Chafee (R.I.)	Durenberger (Minn.)	Humphrey (N.H.)	Specter (Pa.)
Cohen (Me.)	Evans (Wash.)	Kasten (Wis.)	Stafford (Vt.)
D'Amato (N.Y.)	Hatch (Utah)	Lugar (Ind.)	Weicker (Conn.)
Danforth (Mo.)	Hatfield (Ore.)	Packwood (Ore.)	

AGAINST LABOR'S POSITION

Republicans 26

Armstrong (Colo.)	Helms (N.C.)	Nickles (Okla.)	Thurmond (S.C.)
Bond (Mo.)	Karnes (Neb.)	Pressler (S.D.)	Trible (Va.)
Cochran (Miss.)	Kassebaum (Kan.)	Quayle (Ind.)	Wallop (Wyo.)
Garn (Utah)	McCain (Ariz.)	Roth (Del.)	Warner (Va.)
Gramm (Tex.)	McClure (Ida.)	Rudman (N.H.)	Wilson (Calif.)
Grassley (Iowa)	McConnell (Ky.)	Stevens (Alaska)	
Hecht (Nev.)	Murkowski (Alaska)	Symms (Ida.)	

Democrats 1

Graham (Fla.)

Absent: Biden (D-Del.), Dole (R-Kan.), Gore (D-Tenn.), Simon (D-Ill.).

Proposed postage rate hike threatens union publications

A postage rate increases up to 30 percent, now being considered by the U.S. Postal Service board of governors, could devastate many union publications, the International Labor Communications Association warned.

ILCA President Carolyn Jacobson said that many of the association's more than 800 member publications are mailed under nonprofit second-class mailing permits.

Increases in weight and piece rates averaging about 30 percent for second-class mailers have been recommended by the independent Postal Rate Commission.

Edwin M. Schmidt, director of the AFL-CIO Dept. of Reproduction & Mailing and postal adviser to the ILCA, said that "unless you are producing a weekly publication, the new rates will not be cost effective."

Bi-weekly, monthly and quarterly publications now mailed second-class might want to switch to third class if the proposed rates go into effect, he said, noting that it is easier to switch to third class from second class, than vise versa.

The USPS board of governors can either accept or reject the recommendation or return it to the commission for modification. Board Chairman John Griesemer said higher postage rates would not take effect before Apr. 3.

Under the proposed changes, nonprofit second-class rates would go up from 4.2 cents to 7.4 cents per piece and from 8.5 cents to 9.2 cents per pound for pre-sorted mail, Schmidt said. The rates proposed by the commission tilt in favor of high-volume mailers, he said, while making it no longer cost effective for union publications on less than a weekly schedule to mail by second class.

Third-class mail is USPS's bulk delivery system, while second-class mail receives the faster preferred mail handling. The rate commission proposed that third-class rates go up just 8 percent. The USPS agreed to pass through 100 percent of the savings it realizes from pre-sorting, compared to a pass-through of 80 percent for second class.

Other proposals the board will consider include a boost in the first-class rate from 22 cents to 25 cents per piece. Third-class piece rates would go from 8.5 cents for required pre-sorted mail to 9 cents; from 7.1 cents to 8.2 cents for mail sorted by zip code and from 5.5 cents to 5.9 cents for mail sorted by carrier route. The per pound rate for third class would go up from 25.3 cents to 28 cents.

House panel improves minimum wage package

Fourth step voted to set $5.05 standard

The House Education & Labor Committee approved a four-step increase in the minimum wage that will take the $3.35 wage floor up to $5.05 an hour by 1992.

That's 40 cents and one additional step beyond the bill cleared the previous week by a subcommittee. It would offset in part the decision to drop indexing—a feature of the original union-supported bill that would have adjusted the minimum wage annually to stay at 50 percent of average wages.

The full committee did not complete action on the markup of the minimum wage bill, but is expected to do so at its Mar. 16 meeting. Pending are some Republican amendments that would weaken the bill, but the voting pattern in committee point to their defeat.

The amendment adding a fourth step, proposed by Rep. Carl C. Perkins (D-Ky.), was adopted by an 18-14 vote.

As originally introduced, the bill would have raised the wage floor to $3.85 next January, to $4.25 the following year, and to $4.65 on Jan. 1, 1991. As amended, it would rise another 40 cents, to $5.05, the following year.

The committee's action includes one setback for labor's position, the 19-13 adoption of an industry-sought amendment affecting workers whose income includes tips.

Employers can now credit tips received by employees towards 40 percent of the minimum wage requirement. The amendment would raise this offset to 50 percent in two steps and would mean that most tipped workers would only have to be paid half the minimum wage.

The committee also voted to extend coverage of the wage-hour law to employees of the House of Representatives. While the amendment was adopted unanimously, that portion of the bill will have to be considered by the House Administration Committee before the bill goes to the floor.

When the bill reaches the House floor, Republicans are expected to try to cut back the increases, impose some sort of a subminimum wage, and perhaps seek further exemptions from coverage.

They tried to do so during subcommittee consideration of the bill, but were voted down.

Weakening effort

The most sweeping attempt to weaken the bill at the subcommittee stage was made by Rep. Thomas E. Petri (R-Wis.) and rejected on a party-divided vote.

It would have reduced the annual step-ups so that the top rate after three years would be only $4. It would have also substantially increased the small-business exemption, allowed employers to avoid paying any cash wages to workers whose tips equalled the minimum, and established a $3.35 subminimum "training wage" for the first six months of employment, regardless of age. It also would have prohibited any restrictions on industrial homework.

A so-called training wage appears to be an adaptation of the proposal for a subminimum youth wage that the Administration pressed unsuccessfully in past years.

The Senate Labor & Human Resources Committee has completed hearings on a companion bill, and the legislation is high on the AFL-CIO's priority list. House Education & Labor Committee Chairman Augustus F. Hawkins (D-Calif.) and his Senate counterpart, Edward M. Kennedy (D-Mass.) are principal sponsors of the measure in their respective bodies.

Hawkins expressed chagrin at the subcommittee decision to drop the indexing provision. The pattern of minimum wage increases has been periodic catch-up efforts that are followed by years of declining minimum wage buying power—until Congress acts again.

Declining value

The Reagan Administration's hostility to the concept of a minimum wage resulted in a sharp decline in its real value. A worker earning the minimum wage in 1981 would have to be paid $4.44 an hour today to buy as much as he or she could seven years ago.

Most mininimum wage workers are adults, 60 percent of them women and many the sole support of households.

Congress last enacted a minimum wage increase in 1978—with a four-step rise that reached $3.35 in January 1981.

In today's labor market, a fulltime worker earning the minimum wage would be $400 a year below the poverty line for a worker with a single dependent, and $1,930 below for a family of three.

Football Players elect Martin to succeed Powell

New York Giant George Martin was elected president of the National Football League Players Association, succeeding Marvin Powell who is retiring as an active player and cannot remain in office under the NFLPA constitution.

Gene Upshaw continues as the NFLPA executive director.

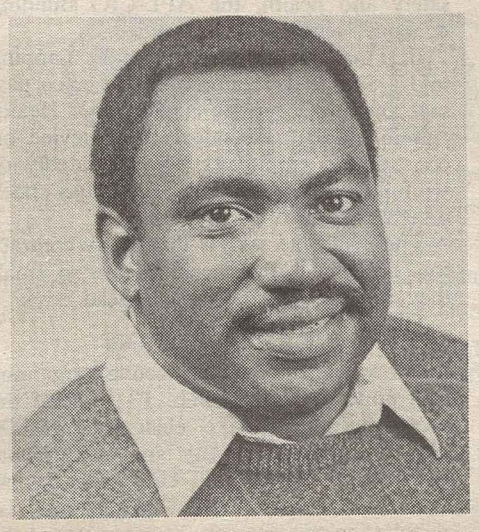
Powell, who has led the union since 1986, was voted ex-officio president by the NFLPA's 28 player representatives. He is retiring from the Tampa Bay Buccaneers.

The player representatives elected John Spagnola of the Philadelphia Eagles and San Diego Charger Mike Davis as vice presidents and elected three new members to the executive committee—Sean Jones of the Los Angeles Raiders; Ricky Hunley, Denver Broncos, and Wes Chandler, San Diego Chargers. Three other committee members were returned to office.

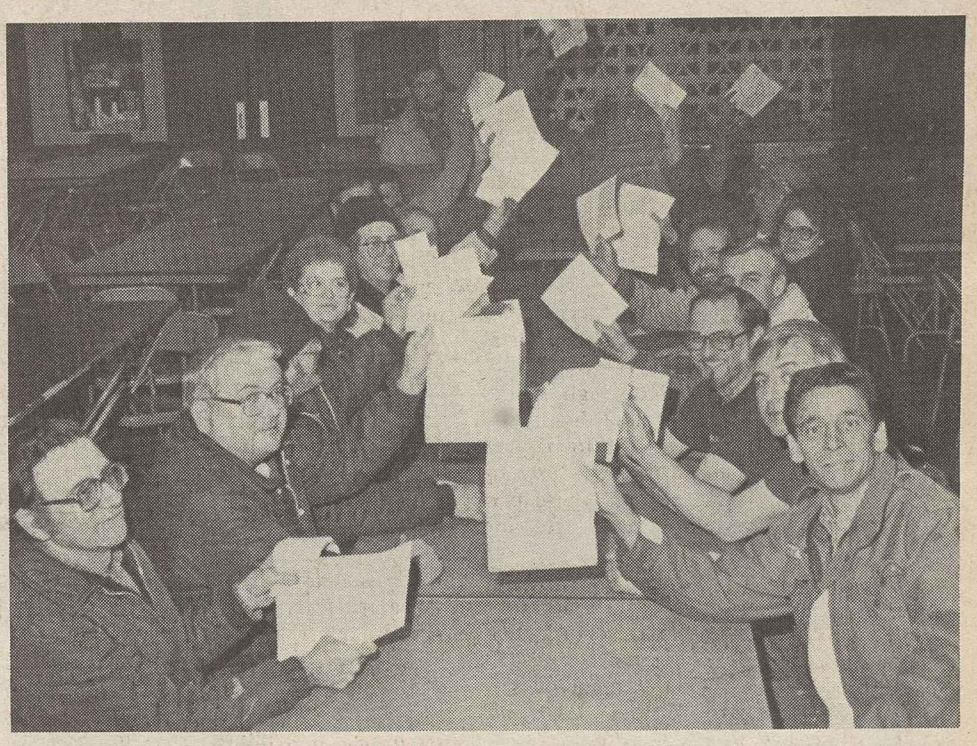
The NFLPA's antitrust suit against the NFL owners is still awaiting a ruling by the National Labor Relations Board general counsel on the owners' charge that the union failed to negotiate in good faith.

U.S. District Court Judge David Doty, the judge in the Minneapolis antitrust case, said in a January ruling that labor laws govern the dispute between the players and owners until "the parties reach an impasse" and impasse can't be declared while the owners' charge is pending.

The NFLPA is seeking to end the "right of first refusal/compensation system" that virtually binds veteran players to their teams after their contracts have expired.



George Martin



AIW members celebrate $1.5-million severance pay settlement.

AIW's four-year battle pays off as members collect $1.5 million

Hartford, Wis.—Four years after the Chrysler Marine Corp. here closed, the 261 Allied Industrial Workers employed by the firm have received their final pay checks—for severance and interest.

In the interim, AIW Local 879 waged a legal battle that resulted in a $1.5-million payday for the workers, with individual checks ranging from $3,500 to $9,000. The company was also ordered to pay another $331,000 in backpay and vacation pay.

Chrysler Marine, which laid off the workers in December 1983, lost an arbitration arising out of its failure to give the six-month notice of closing as required by the union's contract. The company fought the arbitration award in the courts and in December 1985 agreed to pay the vacation and backpay claims after U.S. District Court Judge Terence T. Evans ruled in favor of the union.

But it appealed the major part of the award—the severance pay—to the 7th Circuit U.S. Court of Appeals which last August denied the company's appeal.

Of the 261 workers, about 180 were hired several weeks after the closing by the U.S. Marine Corp., a division of Bayliner Corp., which bought the outboard motor plant from Chrysler.

The payoff to these workers only ends part of their struggle. They have been without a contract since the Chrysler closing. U.S. Marine Corp., which first refused to recognize the union, was ordered by the National Labor Relations Board to bargain, but no contract has resulted.

In a letter to the workers, local union leaders commented, "We should never forget how this day became possible. Had it not been for the fact that we were part of the AIW with a binding contract in effect, which the company was forced to honor, there never would have been a grievance, an arbitration, and consequently . . . no money."

Deteriorating public facilities undermine economic growth

Continued from Page 1

ing that "the federal government must act as a full and responsible partner on a long-term basis in the national effort to increase and sustain public capital investment."

Its "report card" gave a "D," four "Cs," and three "Bs," but one of the higher grades went to aviation, which would startle union members in that industry as well as much of the flying public.

Highways (C+)—While the highway trust fund has a sizeable cash balance, spending has fallen short of needs. Many roadways and bridges are aging and require major work.

Mass Transit (C-)—Inadequate in large, older cities.

Aviation (B-)—Congestion mounts while cash for airport improvement remains unspent. Air traffic control system needs substantial upgrading.

Water Resources (B)—Cost-sharing will increase local costs and poorer communities may find it difficult to finance projects.

Water Supply (B-)—Storage and distribution systems deteriorating in some older cities; water shortages in some areas.

Wastewater (C)—Water quality still threatened by uncontrolled sources of pollution and inadequate secondary treatment facilities.

Solid Waste (C-)—Significant costs ahead; little progress toward waste reduction.

Hazardous Waste (D)—A massive backlog of poisons and needed cleanup projects faces the nation.

Some states fill gap on sagging pay

The federal minimum wage was established as a wage floor for the nation's poorest workers. But an AFL-CIO survey found that a number of states have stepped in to protect some of the nation's 8 million minimum wage workers.

At just 37 percent of the average hourly wage, the federal minimum has reached its lowest level since World War II. In terms of buying power, minimum wage workers earn $1.44 an hour less than in 1978, when the hourly wage floor was $2.65.

Employed on a full-time, year-round schedule, a minimum wage worker's $6,968 salary falls far below the federal poverty level.

But 11 states and the District of Columbia have minimum wage standards that are higher than the federal rate and five of those states have approved additional increases over the next two years. These above-the-federal hourly minimums range from $3.65 in Maine and New Hampshire to a high range of $4.25-4.85 in the District of Columbia, depending on occupation.

Another 18 states have minimum wage levels equal to the federal rate.

Last year, 17 states and the District of Columbia increased their minimum wage rates without any adverse effects on adult or youth employment, the survey noted.

Not surprisingly, the report also found that many of the states with no or a very low minimum wage rate also are "right-to-work" states. Nine states—Alabama, Arizona, Florida, Iowa, Louisiana, Mississippi, Missouri, South Carolina and Tennessee—have no minimum wage law, with only Missouri allowing free collective bargaining.

The hourly minimum rate in the remaining 12 compulsory open-shop states ranges from $1.60 in Wyoming to a high of $3.35 in Nebraska and Texas.

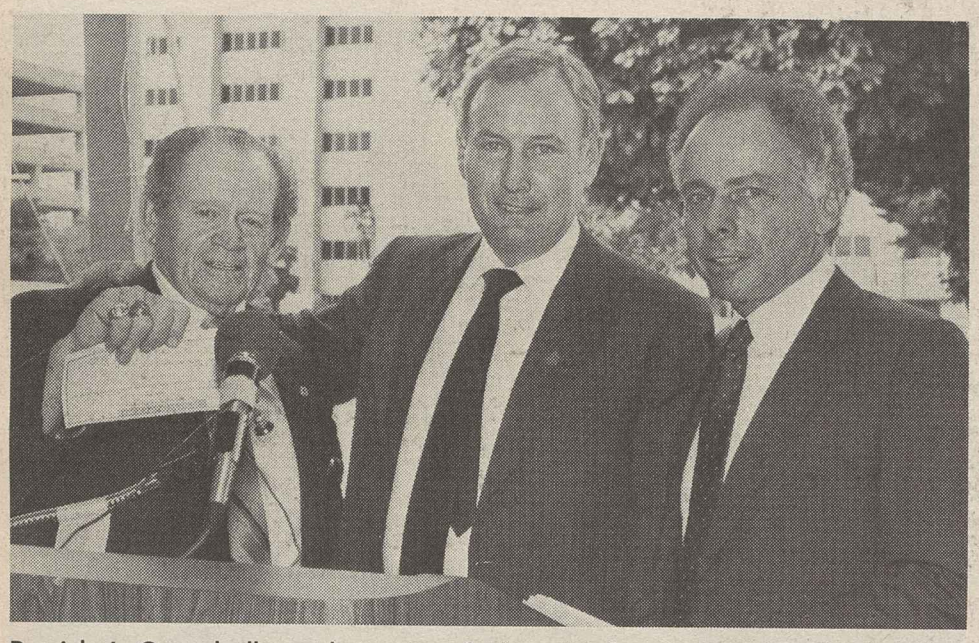
Kirkland names Conway communications assistant

AFL-CIO President Lane Kirkland has appointed Tom Conway as a special assistant to the president for communications.

The communications firm of Maurer, Anderson & Conway, where Conway is president, currently represents the AFL-CIO and will continue in that capacity.

In the added role as special assistant for communications, Conway will evaluate all of the federation's internal and external communications functions, including publications, media outreach and the overall structure of communications activities. He will advise on the reorganization of these activities and coordinate the resulting programs.

While the Dept. of Information and the Labor Institute of Public Affairs will be the primary focus of this activity, all other departments will be involved from time to time as needs and opportunities arise, Kirkland said.



Patrick J. Campbell, co-chairman of Blueprint for Cure and past president of the Carpenters, with $250,000 check from Paschal McGuinness of Carpenters New York Council. At right is Martin D. Kleinman, chairman of Diabetes Research Institute Foundation board.

Union funds spur diabetes research

Miami—A research facility to help find a cure for diabetes was made possible by donations to the labor-backed Blueprint for Cure.

The campaign, initiated by the AFL-CIO Building & Construction Trades Dept., aims to raise $10 million for the new building at the University of Miami. Thousands of unionists and their families have participated in the Dollars against Diabetes (DAD) program, an annual fundraiser held on Fathers Day, as well as in several dinner galas, the Labor of Love golf tournaments, and other local events.

The new six-story, 60,000-square-foot building is scheduled for completion in the summer of 1990. The Diabetes Research Institute building will also house the Eleanor and Joseph Kosow Diagnostic & Treatment Center.

Former Carpenters President Patrick J. Campbell, a co-chairman of the campaign, was paid a special tribute by Paschal McGuinness, president of the Carpenters New York City District Council, who presented a check for $250,000 and pledged continued support through a 2-cent checkoff for charity. The Sheet Metal Workers have a similar program underway.

Other campaign co-chairmen are SMW President Edward J. Carlough and BCTD President Robert A. Georgine.

Navy shipyard gag order upsets federal workers

Raises calls for Hatch Act reforms

A Hatch Act gag order against civilian workers at Puget Sound Naval Shipyard from speaking at presidential caucuses in Washington state on Super Tuesday intensified calls for major reforms in the law.

U.S. District Judge Jack Tanner in Tacoma refused to issue a restraining order that would have allowed all 70,000 federal workers in that state—including 11,500 at the shipyard—to speak for candidates of their choice at the caucuses despite the Navy's interpretation that they were prohibited by the Hatch Act.

Individuals from three union groups—the Bremerton Metal Trades Council; Professional & Technical Engineers, and the unaffiliated Planners, Estimators, Progressmen & Schedulers union—joined the State of Washington in bringing the suit.

Federal workers were allowed to vote in the caucuses, but were barred by the gag order from speaking in favor of candidates during periods specifically provided for such discussion.

Following the judge's denial, the Government Employees, representing 700,000 government employees, sent letters to members of the Senate Government Operations Committee urging swift action on a House-passed bill reforming the Hatch Act.

"This kind of hair splitting is a perfect example of the confusion surrounding the outdated Hatch Act and its more than 3,000 accompanying regulations and interpretations," said AFGE President Kenneth T. Blaylock.

The House-passed bill, approved by a 305-112 vote last November despite Reagan Administration opposition, would give federal workers the right to participate voluntarily in political activities as long as it is off the job, out of uniform and away from the workplace.

The latest Hatch Act hassle occurred when the base newspaper at Puget Sound Naval Shipyard contained a front-page article informing federal workers that they could not speak at Super Tuesday caucuses.

The shipyard at Bremerton has about 11,500 civilian personnel.

Gag rule

James Sommerhauser, chief area representative for the Professional and Technical Engineers which represents about 1,600 workers at Puget Sound, made his feeling about the Hatch Act clear when he attended a caucus near Bremerton.

Sommerhauser said both he and his wife wore white cloth gags over their mouths when it came time for the discussion.

UAW solidarity prods Chrysler

Detroit—Determined solidarity by the Auto Workers forced Chrysler Corp. to back off from plans to sell its Acustar parts subsidiary that would have jeopardized 11,000 UAW jobs in 13 plants.

The automaker announced that it was scrapping sale of the subsidiary, but union officials expressed continued concern over Chrysler's renewed announcement that it will close four Acustar plants, involving about 2,000 UAW workers, when the current contract expires in September.

UAW President Owen Bieber and UAW Chrysler Vice President Marc Stepp said the union "continues to be greatly concerned by the mention of the closings and will seek to explore alternatives in those situations."

Early bargaining sought

In announcing that it no longer planned to sell Acustar, Chrysler asked that negotiations begin on a new UAW-Chrysler pact promptly, instead of waiting until the traditional July opening of bargaining. The contract expires Sept. 14.

The union's 190-member Chrysler national council overwhelmingly approved a proposal for early negotiations. The UAW said, however, that "it will be at least a couple of weeks" before talks begin.

Bieber and Stepp praised the "solidarity and determination" of UAW members at Acustar plants in recent weeks which put pressure on the No. 3 automaker to rescind its plan to sell the parts subsidiary.

The union had broken off joint labor-management programs because of the plans, and thousands of UAW members demonstrated in front of Chrysler headquarters against the sale. The UAW has about 67,000 members at Chrysler plants.

Building Trades urge stiffer OSHA fines

A proposal to index federal civil penalties to inflation would provide a greater deterrence for employers who repeatedly violate regulations governing the workplace safety and health, the AFL-CIO Building & Construction Trades testified.

BCTD Safety Director Jim E. Lapping told a Senate subcommittee that since passage of the Occupational Safety & Health Act in 1970, the economic bite levied on construction employers who repeatedly or willfully violate OSHA rules has been severely reduced by inflation.

The result, he said, is that many contractors feel that safety penalties are so small they can be absorbed in overhead costs.

CLARIFICATION

An article on 1988 collective bargaining that appeared in the Feb. 13 issue of the News failed to make clear that 19,000 New York state faculty and professional members of the United University Professions, a division of the Teachers, will be negotiating this year on 29 campuses of the State University of New York.

Key House vote on civil rights bill

Weakening Republican substitute rejected, 266-146

This is the 266-146 vote by which the House rejected a Republican substitute that would have weakened the civil rights restoration bill by limiting its coverage and adding new exemptions.

The House then voted 315-98 to approve without change the bill the Senate had already passed. This strategy avoided the need to send the measure to a House-Senate conference.

Right votes (R) against weakening the labor-supported bill were cast by 229 Democrats and 37 Republicans. Voting wrong (W) were 17 Democrats and 129 Republicans.

Other symbols: PR—paired right; PW—paired wrong; A—absent and not paired.

ALABAMA
1. Callahan (R) W
2. Dickinson (R) W
3. Nichols (D) W
4. Bevill (D) W
5. Flippo (D) W
6. Erdreich (D) W
7. Harris (D) W

ALASKA
AL Young, D. (R) R

ARIZONA
1. Rhodes (R) W
2. Udall (D) R
3. Stump (R) W
4. Kyl (R) W
5. Kolbe (R) W

ARKANSAS
1. Alexander (D) R
2. Robinson (D) R
3. Hammerschmidt (R) W
4. Anthony (D) PR

CALIFORNIA
1. Bosco (D) R
2. Herger (R) W
3. Matsui (D) R
4. Fazio (D) R
5. Pelosi (D) R
6. Boxer (D) R
7. Miller, G. (D) R
8. Dellums (D) R
9. Stark (D) R
10. Edwards, D. (D) R
11. Lantos (D) R
12. Konnyu (R) W
13. Mineta (D) R
14. Shumway (R) W
15. Coelho (D) R
16. Panetta (D) R
17. Pashayan (R) R
18. Lehman, R. (D) R
19. Lagomarsino (R) W
20. Thomas, W. (R) W
21. Gallegly (R) W
22. Moorhead (R) W
23. Beilenson (D) R
24. Waxman (D) R
25. Roybal (D) R
26. Berman (D) R
27. Levine (D) R
28. Dixon (D) R
29. Hawkins (D) R
30. Martinez (D) R
31. Dymally (D) R
32. Anderson (D) R
33. Dreier (R) W
34. Torres (D) R
35. Lewis, J. (R) R
36. Brown, G. (D) R
37. McCandless (R) W
38. Dornan (R) W
39. Dannemeyer (R) W
40. Badham (R) W
41. Lowery (R) W
42. Lungren (R) W
43. Packard (R) W
44. Bates (D) R
45. Hunter (R) W

COLORADO
1. Schroeder (D) R
2. Skaggs (D) R
3. Campbell (D) R
4. Brown, H. (R) W
5. Hefley (R) W
6. Schaefer (R) W

CONNECTICUT
1. Kennelly (D) R
2. Gejdenson (D) R
3. Morrison, B. (D) R
4. Shays (R) R
5. Rowland, J. G. (R) R
6. Johnson (R) R

DELAWARE
AL Carper (D) R

FLORIDA
1. Hutto (D) W
2. Grant (D) W
3. Bennett (D) R
4. Chappell (D) R
5. McCollum (R) W
6. MacKay (D) R
7. Gibbons (D) R
8. Young, C. (R) W
9. Bilirakis (R) W
10. Ireland (R) W
11. Nelson (D) R
12. Lewis, T. (R) W
13. Mack (R) A
14. Mica (D) R
15. Shaw (R) W
16. Smith, L. (D) R
17. Lehman, W. (D) R
18. Pepper (D) R
19. Fascell (D) R

GEORGIA
1. Thomas, L. (D) R
2. Hatcher (D) R
3. Ray (D) R
4. Swindall (R) W
5. Lewis (D) R
6. Gingrich (R) W
7. Darden (D) R
8. Rowland (D) R
9. Jenkins (D) R
10. Barnard (D) R

HAWAII
1. Saiki (R) R
2. Akaka (D) R

IDAHO
1. Craig (R) W
2. Stallings (D) R

ILLINOIS
1. Hayes (D) R
2. Savage (D) R
3. Russo (D) R
4. Davis (R) W
5. Lipinski (D) W
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) A
9. Yates (D) R
10. Porter (R) A
11. Annunzio (D) R
12. Crane, P. (R) W
13. Fawell (R) W
14. Hastert (R) W
15. Madigan (R) W
16. Martin, L. (R) R
17. Evans, L. (D) R
18. Michel (R) W
19. Bruce (D) R
20. Durbin (D) R
21. Price (D) R
22. Gray, K. (D) R

INDIANA
1. Visclosky (D) R
2. Sharp (D) R
3. Hiler (R) W
4. Coats (R) W
5. Jontz (D) R
6. Burton, D. (R) W
7. Myers (R) W
8. McCloskey (D) R
9. Hamilton (D) R
10. Jacobs (D) R

IOWA
1. Leach (R) R
2. Tauke (R) W
3. Nagle (D) R
4. Smith, N. (D) R
5. Lightfoot (R) A
6. Grandy (R) W

KANSAS
1. Roberts (R) W
2. Slattery (D) R
3. Meyers (R) R
4. Glickman (D) R
5. Whittaker (R) W

KENTUCKY
1. Hubbard (D) R
2. Natcher (D) R
3. Mazzoli (D) R
4. Bunning (R) W
5. Rogers (R) W
6. Hopkins (R) W
7. Perkins (D) R

LOUISIANA
1. Livingston (R) W
2. Boggs (D) R
3. Tauzin (D) R
4. Roemer (D) A
5. Huckaby (D) A
6. Baker (R) A
7. Hayes (D) R
8. Holloway (R) PW

MAINE
1. Brennan (D) R
2. Snowe (R) R

MARYLAND
1. Dyson (D) R
2. Bentley (R) W
3. Cardin (D) R
4. McMillen (D) R
5. Hoyer (D) R
6. Byron (D) R
7. Mfume (D) R
8. Morella (R) R

MASSACHUSETTS
1. Conte (R) R
2. Boland (D) R
3. Early (D) R
4. Frank (D) R
5. Atkins (D) R
6. Mavroules (D) R
7. Markey (D) R
8. Kennedy (D) R
9. Moakley (D) R
10. Studds (D) R
11. Donnelly (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) R
3. Wolpe (D) R
4. Upton (R) W
5. Henry (R) W
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) W
10. Schuette (R) W
11. Davis (R) R
12. Bonior (D) R
13. Crockett (D) R
14. Hertel (D) R
15. Ford, W. (D) R
16. Dingell (D) R
17. Levin (D) R
18. Broomfield (R) W

MINNESOTA
1. Penny (D) R
2. Weber (R) W
3. Frenzel (R) R
4. Vento (D) R
5. Sabo (D) R
6. Sikorski (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Espy (D) R
3. Montgomery (D) W
4. Dowdy (D) A
5. Lott (R) W

MISSOURI
1. Clay (D) R
2. Buechner (R) W
3. Gephardt (D) PR
4. Skelton (D) R
5. Wheat (D) R
6. Coleman, E. (R) W
7. Taylor (R) W
8. Emerson (R) W
9. Volkmer (D) R

MONTANA
1. Williams, P. (D) R
2. Marlenee (R) W

NEBRASKA
1. Bereuter (R) W
2. Daub (R) W
3. Smith, V. (R) R

NEVADA
1. Bilbray (D) R
2. Vucanovich (R) W

NEW HAMPSHIRE
1. Smith, R. (R) W
2. Gregg (R) W

NEW JERSEY
1. Florio (D) R
2. Hughes (D) R
3. Howard (D) R
4. Smith, C. (R) W
5. Roukema (R) R
6. Dwyer (D) R
7. Rinaldo (R) R
8. Roe (D) R
9. Torricelli (D) R
10. Rodino (D) R
11. Gallo (R) W
12. Courter (R) A
13. Saxton (R) W
14. Guarini (D) R

NEW MEXICO
1. Lujan (R) W
2. Skeen (R) W
3. Richardson (D) R

NEW YORK
1. Hochbrueckner (D) R
2. Downey (D) R
3. Mrazek (D) R
4. Lent (R) R
5. McGrath (R) A
6. Flake (D) R
7. Ackerman (D) R
8. Scheuer (D) W
9. Manton (D) R
10. Schumer (D) R
11. Towns (D) R
12. Owens (D) R
13. Solarz (D) R
14. Molinari (R) W
15. Green (R) R
16. Rangel (D) R
17. Weiss (D) R
18. Garcia (D) R
19. Biaggi (D) A
20. DioGuardi (R) R
21. Fish (R) R
22. Gilman (R) R
23. Stratton (D) R
24. Solomon (R) W
25. Boehlert (R) R
26. Martin, D. (R) R
27. Wortley (R) W
28. McHugh (D) R
29. Horton (R) R
30. Slaughter (D) R
31. Kemp (R) PW
32. LaFalce (D) R
33. Nowak (D) R
34. Houghton (R) W

NORTH CAROLINA
1. Jones, W. (D) R
2. Valentine (D) R
3. Lancaster (D) W
4. Price (D) R
5. Neal (D) R
6. Coble (R) W
7. Rose (D) R
8. Hefner (D) R
9. McMillan (R) W
10. Ballenger (R) W
11. Clarke (D) R

NORTH DAKOTA
AL Dorgan (D) R

OHIO
1. Luken (D) R
2. Gradison (R) R
3. Hall, T. (D) R
4. Oxley (R) W
5. Latta (R) W
6. McEwen (R) W
7. DeWine (R) W
8. Lukens (R) W
9. Kaptur (D) R
10. Miller, C. (R) W
11. Eckart (D) R
12. Kasich (R) W
13. Pease (D) R
14. Sawyer (D) R
15. Wylie (R) W
16. Regula (R) W
17. Traficant (D) R
18. Applegate (D) R
19. Feighan (D) R
20. Oakar (D) R
21. Stokes (D) R

OKLAHOMA
1. Inhofe (R) A
2. Synar (D) R
3. Watkins (D) R
4. McCurdy (D) R
5. Edwards, M. (R) W
6. English (D) W

OREGON
1. AuCoin (D) R
2. Smith, R. (R) W
3. Wyden (D) R
4. DeFazio (D) R
5. Smith, D. (R) W

PENNSYLVANIA
1. Foglietta (D) R
2. Gray (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) PW
6. Yatron (D) R
7. Weldon (R) R
8. Kostmayer (D) R
9. Shuster (R) W
10. McDade (R) R
11. Kanjorski (D) R
12. Murtha (D) R
13. Coughlin (R) R
14. Coyne (D) R
15. Ritter (R) W
16. Walker (R) W
17. Gekas (R) W
18. Walgren (D) R
19. Goodling (R) W
20. Gaydos (D) R
21. Ridge (R) W
22. Murphy (D) R
23. Clinger (R) R

RHODE ISLAND
1. St Germain (D) R
2. Schneider (R) R

SOUTH CAROLINA
1. Ravenel (R) W
2. Spence (R) W
3. Derrick (D) W
4. Patterson (D) R
5. Spratt (D) R
6. Tallon (D) R

SOUTH DAKOTA
AL Johnson (D) R

TENNESSEE
1. Quillen (R) W
2. Duncan (R) W
3. Lloyd (D) R
4. Cooper (D) R
5. Clement (D) R
6. Gordon (D) W
7. Sundquist (R) W
8. Jones, E. (D) R
9. Ford, H. (D) PR

TEXAS
1. Chapman (D) R
2. Wilson (D) R
3. Bartlett (R) W
4. Hall, R. (D) W
5. Bryant (D) R
6. Barton (R) W
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) R
10. Pickle (D) R
11. Leath (D) A
12. Wright (D) Speaker
13. Boulter (R) PW
14. Sweeney (R) W
15. de la Garza (D) R
16. Coleman, R. (D) R
17. Stenholm (D) W
18. Leland (D) PR
19. Combest (R) W
20. Gonzalez (D) R
21. Smith (R) W
22. DeLay (R) W
23. Bustamante (D) R
24. Frost (D) R
25. Andrews, M. (D) R
26. Armey (R) W
27. Ortiz (D) W

UTAH
1. Hansen, J. (R) W
2. Owens (D) R
3. Nielson (R) W

VERMONT
AL Jeffords (R) R

VIRGINIA
1. Bateman (R) W
2. Pickett (D) R
3. Bliley Jr (R) W
4. Sisisky (D) R
5. Vacancy
6. Olin (D) R
7. Slaughter (R) W
8. Parris (R) W
9. Boucher (D) R
10. Wolf (R) W

WASHINGTON
1. Miller, J. (R) R
2. Swift (D) R
3. Bonker (D) R
4. Morrison, S. (R) R
5. Foley (D) R
6. Dicks (D) R
7. Lowry (D) R
8. Chandler (R) W

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Wise (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Gunderson (R) R
4. Kleczka (D) R
5. Moody (D) R
6. Petri (R) W
7. Obey (D) R
8. Roth (R) W
9. Sensenbrenner (R) W

WYOMING
AL Cheney (R) W

AMERICA'S NEEDS

American Family Celebration

WORKING FOR CHANGE ★ MAY 14, 1988

On May 14, unions and other groups will stage an American Family Celebration on the Mall in Washington, D.C. This page is one of a series on the six issues the celebration will address.

HEALTH CARE

Services for the Elderly

BACKGROUND

Older workers bring more than rich experience to their jobs. Research reveals that older workers not only have lower rates of turnover and absenteeism, but also higher rates of productivity. As the baby boom generation moves towards middle age, older workers will increasingly become more important—especially to the economy. However, older workers are finding it more and more difficult to remain in the job market:

■ Increasingly, traditional seniority rules and solid work experience are being ignored by corporations seeking to cut labor costs by simply reducing staff.

■ Mergers, plant closings and forced early "retirements" are placing older workers on the unemployment line competing for jobs with younger applicants. And those elderly who do find work are likely to face substantial wage reductions.

■ Older women and minorities often confront sex, race or ethnic discrimination when looking for work. Displaced homemakers find themselves facing the dual problem of age discrimination and outdated skills when returning to work after years of raising a family. Also, the gap between women's and men's earnings widens with age, adding still another burden.

■ Many older workers have also begun taking part-time work to supplement their income. Unfortunately, most of these jobs offer low wages, no benefits and no job security.

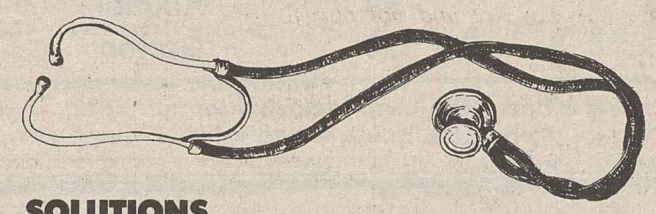
Older workers with part-time jobs or those no longer working often rely on their children for health care and assistance with everyday responsibilities. Traditionally, women have provided this care. However, as more and more women enter the workforce, our seniors are finding fewer resources available to them:

■ Despite Social Security benefits, one out of every eight older Americans over age 65 lives in poverty.

■ Most dependent elderly have discovered that purchasing affordable custodial care is next to impossible. Elderly day care services are scarce and expensive. The 14.5 million middle class citizens over 65 have discovered that home care service priced at $300-$400 a week is prohibitive.

■ Corporations have looked to retiree health benefits when making cutbacks. Between 1985 and 1986, approximately 1 out of 5 people had lost fully-paid retiree benefits in their insurance plans.

■ Medicare fails to pay for generalized health care, the service that is usually needed by the elderly. Medicare pays home health care costs only for persons who need nursing care on a part-time basis.



SOLUTIONS

There are several options for assisting our nation's older workers in maintaining their jobs or seeking new ones:

■ Implement policies providing flexible work allowing the older worker to phase in retirement.

■ Establish re-training programs and job placement services.

■ Include the employment of unemployed older workers in the Targeted Jobs Tax Credit program, so that the federal government subsidizes both those employers hiring and those employment agencies placing unemployed workers over 55.

■ Enact legislation expanding workplace pension coverage especially to part-time or temporary workers enabling a work/retirement mix.

To assist families with caring for its elderly relatives, the United States must enact a family leave policy. The Family and Medical Leave Act (HR 925) includes a provision that would provide up to 18 weeks upaid leave so that employees can care for a seriously ill parent.

Comprehensive Health Care

BACKGROUND

Thirty-seven million Americans have no health insurance at all and their ranks are swelling by an alarming one million a year. Another 50 million have inadequate coverage and even the nation's biggest and best employers are continuing to gouge at health insurance as part of overall cutbacks since they too often see employees as a cost rather than an investment in future productivity.

The refusal of the federal government to meet its responsibilities has damaged American families extensively, but nowhere more severely than in health care, since health and our children's health is the family's most basic need.

The sharp deterioration of coverage in recent years includes a doubling of the number of uninsured since 1980. The number of employers with deductibles exceeding $100 has jumped from just 9 percent in 1982 to 55 percent today.

In refusing to follow other industrialized nations in adopting national health insurance, the U.S. government told Americans that adequate health coverage would best be provided through the private insurance system on the job.

Three-fourths of the people without coverage are workers with families and indications are that the trend will continue because the new jobs being created today are primarily in the service sector, where health coverage is the most limited.

Public coverage has also dropped, with the stringent eligibility standards imposed on Medicaid in the 1980s excluding almost half of the intended beneficiaries.

Among the uninsured workers, 75 percent are either self-employed or employed in firms of less than 100 workers. Almost half, 48 percent, of such employers do insure their workers. Small employers who don't insure their workers are obviously taking advantage of the system, exploiting their own workers and running up the cost to everyone by not taking on their fair share of the burden.

In 1970, America was spending $60 billion a year on health care. That was about $300 per person per year, or about 7 percent of our national income. In 1986, health care cost Americans nearly eight times as much—$458 billion, or 11 percent of the nation's total income—and we were getting even less for our money.

It is estimated that in another dozen years, the year 2000, health care cost will triple again: to $1.5 TRILLION, or $5,551 for each American.

SOLUTIONS

The facts clearly indicate that the American Family Celebration needs to seek passage of the Minimum Health Benefits for All Workers Act (HR 2508 & S 1265) now pending in Congress. Until all employers are required to offer a defined minimum package of health care benefits, some will continue to take advantage of the system.

Adequate health care should be part of the basic standards of work in America, which already include federal provisions on a minimum wage, unemployment insurance and social security.

In addition, the Medicaid program should fill the glaring gaps it is leaving in health care for the unemployed and the non-working poor.

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MEMO FROM COPE

YOUR vote . . . it counts at the polls . . . and in Congress

Hey! Want to know something?

Something about how your vote at the polls on election day translates into favorable votes in Congress on the issues that count for working people?

Let's look at the U.S. Senate race in Alabama in 1986. Labor's endorsed candidate, Richard Shelby, defeated the incumbent, ultra-conservative Jeremiah Denton.

It was a cliff-hanger. Shelby edged in with just 6,000 votes to spare out of more than 1.2 million votes cast. It was *workers'* votes that put him over the top.

In his first year in the Senate, Shelby rang up a 90 percent "right" voting record on the AFL-CIO scorecard on issues important to working people. The person he replaced, Denton, over-all had a 90 percent "wrong" record. The votes Shelby was "right" on—and Denton had been or would have been "wrong" on—include issues like fair trade, jobs, an end to overnight plant closings, workers' rights and other matters that hit close to home for workers.

This evidence of how your vote at the polls means good votes on workers' issues in legislative bodies shows up in the chart below. The same chart provides lots more evidence. It contrasts the voting records of nine other union-endorsed candidates elected to their first term in the U.S. Senate in 1986 and the records of incumbents they unseated or House members they defeated for a Senate seat vacated by the incumbent's retirement. Each case shows a huge pro-worker swing.

Election of this group turned the Senate around from 53-47 Republican to 55-45 Democratic. (This was reduced to 54-46 when a Democratic incumbent died last winter and was replaced by an appointed Republican.) More important, election of these union-backed newcomers broke the grip the right-wingers had on the Senate and paved the way for favorable action on workers' needs and concerns.

All of the newly-elected Class of 1986 made it on the basis of overwhelming union-member support. On average, *76 percent* of trade unionists voted for union-endorsed Senate candidates.

Workers' votes made the difference at the polls. The votes of the Senators workers elected make the difference on issues in the Senate.

Is it important to vote? Does your vote count? Read the chart.

(NOTE: Winners percent "right" is listed, losers percent "wrong.")

		1987 Voting Record				Cumulative Voting Record		
State	'86 Winner	'Right'	'Wrong'	% 'Right'	Loser	'Right'	'Wrong'	% 'Wrong'
Ala.	Shelby	9	1	**90**	Denton	11	94	**90**
Colo.*	Wirth	9	1	**90**	Kramer	18	107	**86**
Fla.	Graham	10	0	**100**	Hawkins	30	68	**69**
Ga.	Fowler	10	0	**100**	Mattingly	7	100	**93**
La.**	Breaux	9	1	**90**	Moore	20	193	**91**
Nev.***	Reid	9	1	**90**	Santini	63	85	**57**
N.C.	Sanford	9	1	**90**	Broyhill	28	280	**92**
N.D.	Conrad	9	1	**90**	Andrews	50	56	**53**
S.D.	Daschle	8	1	**89**	Abdnor	28	81	**74**
Wash.	Adams	9	1	**90**	Gorton	26	82	**76**

* Open seat. Hart stepped down. Kramer U.S. House record listed

** Open seat. Long stepped down. Moore U.S. House record listed.

*** Open seat. Laxalt stepped down. Santini 1976-82 House record listed.

THERE'LL BE 8.1 MILLION more Americans eligible to vote in November 1988 than in November 1984. The Census Bureau pegs total voting-age population at 183 million. Biggest single chunk is in 25-44 age range, with 79.4 million comprising 43.5 percent of all eligibles. Over-65s total 30.6 million, or 16.8 percent of all eligibles. Middle-age voters in 45 to 64 range make up 25.2 percent of total, and 18-to-24s, 14.5 percent. Census estimates 52 percent of total potential are women, 11 percent black, 7 percent Hispanic.

IF RECENT FORM holds for presidential year voting, not much more than half those eligible will turn out November 8. In 1984, only 53.1 percent of eligibles voted in presidential election, in 1980 only 52.6 percent. Highest post-World War II voting percentage was in Kennedy-Nixon 1960 contest when 62.8 percent of voting-age population participated.

U.S. VOTING PERFORMANCE is way below that of citizens in other democracies. Recent Congressional Research Service study, in fact, shows U.S. voting participation *lowest* of 28 democracies over past 17 years. Study examined 143 elections in the 28 nations. Nine of 13 lowest percentage turnouts occurred here. Not counting nations which require voting, average participation was still a high 77 percent. One interesting statistic: In nations where elections aren't held on a workday, voter participation was 88 percent. (Another note: Other countries in survey *all* automatically register eligible citizens, unlike in U.S. where individual must take initiative to register.)

Following Up

An item in COPE Memo Nov. 28, 1987, requires some follow-up:

In Marysville, Ohio, we left a father running for city council and trailing by one vote, 268-267, awaiting arrival of one absentee ballot—from his own son, a Navy ensign aboard ship in the Mediterranean.

The Memo finally learns that the ballot arrived, that son naturally voted for dad, that dad tied opponent at 268 each. A coin was flipped to decide winner.

After all that, dad lost.

Odds 'n Ends

THREE FAMILIAR LETTERS, in combination, back on political scene: H-H-H. In this case, Hubert H. Humphrey III, son of later Senator, Vice President and almost-President Humphrey. Presently attorney-general of Minnesota, HHH III announces he seeks 1988 Democratic Senate nomination to run against incumbent Dave Durenberger (R).

EARLY INDICATIONS on post-1990 Census congressional redistricting show New York likely to be biggest loser of seats, California and Texas biggest gainers. An Election Data Services study projects possible three-seat loss for New York from present 34 U.S. House seats, six-seat gain for California to add to present 45, four-seat pickup for Texas to bring it up to 31. Other anticipated multiple-seat losers, all dropping two: Illinois, Pennsylvania, Michigan, Ohio. Single-seat loss expected in Iowa, Kansas, Massachusetts, West Virginia.

IF YOU LIKE to see political pollsters get egg all over their face (is there anyone left who doesn't?) the New Hampshire primaries were pure joy. In what was described as the most heavily-polled primary election ever, in this or any other universe, only one major poll came close in the Republican Bush-Dole fray, perhaps by mistake. The granddaddy of polls—Gallup—was 17 points off, its final survey giving Dole an eight-point advantage. He went on to lose by nine. All others were off the mark—Washington Post, for one, showing Dole-Bush dead even. Will this lousy performance slow the polling juggernaut? Not likely.

DID YOU KNOW that under President Reagan, interest payments on debt alone make up 14 percent of the over-all budget, for fiscal 1989 a walloping $151.8 billion—which goes to the bankers and the wealthy both here and abroad? That $151.8 billion of *your* tax money that goes to interest payments on what has become mostly Reagan debt is more than the combined budgets of nine federal departments—Agriculture, Commerce, Education, Energy, Interior, Justice, Labor, State, Transportation.

PAC GROWTH PROCEEDS apace. Federal Election Commission reports 4,165 PACs as of end of 1987, increase of 56 in six months. That's up 3,500 since 1974 when campaign act amendments unleashed PAC growth. Biggest increase comes in "trade/membership/health" category with 865 at 1987's end compared to 795 just six months before. Single largest grouping is corporate PACs, now at 1,775.

FREE RIDE for 16 House incumbents so far, as filing deadlines pass in their districts with no opponent coming forward. Fourteen are Democrats, two Republicans. Thirteen are from Texas.

AFL-CIO news

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AFL-CIO LEGISLATIVE ALERT!

PAGE 12

Trade bill pushed as gap widens

Conferees shape legislation to curb surge in imports

The nation's trade deficit grew even wider in January, not as bad as feared by some economists, but nonetheless worsening an already untenable situation for American workers.

The deficit rose to $12.4 billion in the first month of the year, up from $12.2 billion in December, and 4 per cent higher than the January 1987 deficit of $11.9 billion.

During all of 1987, the nation amassed a staggering $171.2 billion export-import deficit.

The AFL-CIO said the continuation of intolerable trade deficit levels underscores the need for a significant trade policy change and the urgency for passage of strong trade legislation currently pending in Congress.

"The (trade) figures are the reality and no amount of theorizing can deny them," the federation said.

Legislative director Robert M. McGlotten told House-Senate conferees on the Omnibus Trade Bill that its provisions "must be designed to reduce significantly these unsustainable trade imbalances."

McGlotten emphasized that the compromise legislation must also include language that protects internationally recognized worker rights. His comment came after the Senate Finance Committee offered a weakened provision that retreats from both the House and Senate versions.

While the latest trade report showed exports rising at a higher percentage over the past 12 months than imports, the dollar amount deficit continued to increase. For manufactured goods alone, exports were up 35 percent and imports only 20 percent, but there was an $11.7 billion deficit.

In overall bilateral trade, the January deficit with Japan was $3.9 billion; Taiwan, $1.3 billion; Canada, $1.1 billion; Korea, $900 million, and Mexico, $600 million. The deficits for Mexico and Korea were substantially higher than a year ago.

Benefits offset

AFL-CIO economist Mark Anderson noted that while the growth in exports during the past year is a positive sign, the continuing surge in imports has more than offset any benefit.

"The long-standing prediction of the Reagan Administration that substantial improvement in trade is just around the corner clearly has no basis in reality," Anderson said. "Administration reliance on exchange rate policy and tough sounding rhetoric are insufficient to the task," he added.

In January, exports dropped 10 percent from December, while imports were down by 6 percent.

The merchandise trade report came two days after the government released figures on the "current account" trade, which includes not only merchandise, but also services, especially investment earnings between countries.

That measure showed a record $160.7 billion deficit in 1987, up 13.7 percent from the previous high of $141.4 billion in 1986, retaining the nation's embarrassing position as the largest debtor nation.

That report caused one economist, C. Fred Bergsten, director of the Institute for International Economics, to remark that "the most profound and enduring legacy of the Reagan period is its conversion of the United States from the largest creditor country . . . to the largest debtor."

"The trade deficit and its financial consequences hang like a sword of Damocles over the U.S. economy," Bergsten added.

Another economic report showed business inventories up only four-tenths of 1 percent in January, less than half the increase of the previous month. The smaller increase was tied to a drop in the backlog of unsold cars as dealers offered new incentive programs.

Welcoming committee

Some 5,000 San Francisco building trades workers ring the two-block-square Moscone Convention Center to protest the presence of the nonunion Associated Builders & Contractors annual convention. The convention's opening was delayed by two hours while buses carried the 2,000 contractors attending the event to the center, past the union workers' rally.

Committee action spurs drive for minimum pay rise

The AFL-CIO hailed House committee approval of a $5.05-an-hour minimum wage bill as "good news" for America's working poor and mobilized a grassroots campaign for its enactment.

AFL-CIO Legislative Director Robert M. McGlotten said the federation is targeting some 50 congressional districts in anticipation of a vote by the full House soon after Congress returns from its Easter Week recess. Labor's goal is to prevent adoption of amendments that would undermine the bill.

The House Education & Labor Committee kept intact a four-step increase in the wage floor it had tentatively adopted the previous week.

As approved by the committee, the existing $3.35 minimum would rise to $3.85 next January.

It would then increase by 40 cents a

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Senate filibuster delays override of rights veto

By David L. Perlman

A filibuster by a handful of opponents of the Civil Rights Restoration Act forced the Senate to put off a vote to override President Reagan's veto of the labor-supported bill barring institutions receiving federal funds from discriminating on the basis of race, sex, age or handicap.

The delaying tactics sought to buy time for a massive disinformation campaign launched by the Moral Majority organization in an attempt to persuade senators who had voted for the civil rights bill to change their position and sustain the President's veto.

Reagan did his part to gain time for the Moral Majority campaign by holding back his veto until just hours before the bill would have become law without his signature.

Sen. Orrin G. Hatch (R-Utah), who led the filibuster, acknowledged that the veto would be overridden if the Senate were allowed to vote. The Senate had originally passed the vetoed bill by a bipartisan 75-14 margin; the House vote was 315-98. Both are well above the two-thirds majorities needed to overturn a veto.

Hatch offered no cogent reason for seeking delay. But Senate offices reported a barrage of organized phone calls assailing the legislation as an attack on religious freedom, parroting the Moral Majority's assertions.

The attacks came in the face of virtually unanimous support for the bill from the major religious bodies, whose leaders had urged the President to sign the measure.

The AFL-CIO, part of the civil rights coalition that had waged a four-year campaign to remedy a court-inflicted loophole

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Immigrants turning to labor for aid

AFL-CIO campaign alerts workers to deadline for amnesty

Los Angeles—The AFL-CIO's immigrant assistance project has become the prime source of information for undocumented workers in Southern California seeking to gain legal status before the May 4 amnesty program ends.

New public service announcements produced by the project—a joint effort of 16 affiliated unions, the Los Angeles federation and the AFL-CIO—were quickly taken by Spanish language radio and television stations to replace the less informative spots of the Immigration & Naturalization Service. The stations are running the messages every half hour during prime time and radio stations are broadcasting interviews with the project's legal director on changes in the amnesty program.

Labor's public service announcements feature Hispanic actress Carmen Zapata, who tells workers how to get in touch with one of the project's eight centers where counselors can answer questions on the amnesty program and advise workers on how to apply. The 30-second messages for radio and television were produced by the AFL-CIO Labor Institute of Public Affairs.

The Los Angeles central body also has taken the campaign to Spanish-language newspapers, and the message will be reprinted on posters, handbills and bus signs.

Informing communities

Labor's immigrant assistance project is working to "fill in where INS has fallen down," said Regional Director David Sickler, pointing out that labor's campaign is informing immigrant communities about family unity and other changes in the amnesty law that make the program more generous than previously believed.

In one ad, Zapata says: "You may think you are ineligible for amnesty because you committed a crime, or received welfare, or left the United States . . . . But changes in the law may now allow you to qualify."

A second message stresses that any information provided by a person seeking amnesty cannot be used to deport family members.

The AFL-CIO campaign is a sharp contrast to the almost invisible public education effort of the Immigration & Naturalization Service, said Ernesto Medrano of the California Immigrant Workers Association, a labor support group for unorganized immigrant workers.

"Unfortunately, INS is more interested in educating bosses about how to check papers and fire workers than it is in educating undocumented people," he said.

The INS reported that as of Mar. 2, more than 1 million persons had applied for resident legal status.

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Philadelphia rally during State AFL-CIO convention protests Merrill Lynch aid in $200 million anti-union fund for Eastern Air Lines' Frank Lorenzo.

Pennsylvania unions press state minimum wage boost

Philadelphia—Economic justice for minimum-wage earners and added worker protections against corporate union-busting topped the agenda of the Pennsylvania AFL-CIO convention as delegates pushed for increasing the state's minimum wage and reforms in the nation's labor laws.

Calling it the single most important step to establishing dignity for all workers, the 1,200 delegates urged leaders of the Pennsylvania state Senate to pass a minimum wage bill that is bottled up in committee.

The legislation, already approved by the state House of Representatives, would raise the state's wage floor to $4.65 an hour and peg future adjustments to 50 percent of the average weekly wage.

Delegates also urged changes in the nation's labor laws to combat a growing tide of corporate union-busting. The delegates called for a ban on the hiring of strikebreakers by companies seeking to destroy or deny collective bargaining rights.

Representatives of the Paperworkers and the Molders in Pennsylvania challenged political leaders to put union members on a level playing field with union-busting companies, so that they can defend their unions and their living standards. More than 1,600 Paperworkers and Molders in the state have been locked out of their jobs and replaced by scabs.

White House union-busting

The convention condemned President Reagan for being the first President to institutionalize union-busting by firing 11,000 air traffic controllers in 1981 and destroying their union, the Professional Air Traffic Controllers Organization.

Delegates elected 59 vice presidents to new two-year terms. The vice president are members of the state federation's executive council, as are President Julius Uehlein, Executive Vice President Robert McIntyre and Sec.-Treas. Judith Heh, who are at the midpoint in their four-year terms.

The convention adopted political and legislative agendas, heeding an appeal from Uehlein, who declared, "It is your responsibility to shape labor's political and legislative programs for the future—to chart a course that ensures the maintenance of our many hard-won gains and improvements on behalf of all working people."

Uehlein called for improvements in education, adult training and skills upgrading, and income and family support so that workers can compete in a rapidly changing job market associated with a world economy.

The delegates adopted resolutions supporting legislation to reduce the impact of plant closings on workers and their communities, improvements in job training, upgrading of support programs for unemployed and injured workers and their families, and measures to promote workplace safety and health.

The delegates gave John Morris, leader of the state conference of Teamsters, a standing ovation for announcing plans to affiliate with the State AFL-CIO. There are more than 140,000 IBT members in the state conference.

"It's a real thrill to be home," Morris told the delegates. "We belong together. There's only one labor movement and that's the way it should have been for the past 30 years."

Delegates participated in workshops covering AIDS in the workplace, health care cost containment, drug and alcohol education, labor's media image, unemployment and workers' compensation, labor legislation, and the worker and community right-to-know law.

Other convention speakers included Communications Workers President Morton Bahr, Retail, Wholesale & Dept. Store Union President Lenore Miller, national COPE Director John Perkins, Gov. Robert P. Casey, Lt. Gov. Mark Singel, Senators John Heinz and Arlen Specter, State Speaker of the House K. Leroy Irvis, State House Majority Leader James J. Manderino, State Senate President Pro Tem Robert Jubelirer, AFL-CIO Region III Director Walter Waddy and AFL-CIO Appalachian Council Executive Director Tony Stellar.

Screen Actors, AFTRA set joint strike deadline

The Screen Actors and the Television & Radio Artists have set a joint strike deadline for Monday, Mar. 21, against production of television and radio commercials unless a new agreement is reached with major advertisers and advertising agencies.

About 60,000 of the two unions' combined 100,000 members perform commercial work each year.

Negotiations broke off Mar. 9 over the industry's refusal to consider a series of union proposals, including cost-of-living adjustments and inadequate payment for cable use.

Judge's ruling thwarts Eastern Shuttle spinoff

Lorenzo tactics in 'contempt of court'

A federal judge dealt a stunning setback to Frank Lorenzo's union-busting operation at Texas Air Corp., blocking his effort to "spin off" the profitable Eastern Shuttle from its Eastern Air Lines subsidiary.

The ruling by U.S. District Judge John H. Pratt in Washington, which included a contempt of court citation against Eastern, was a major victory in organized labor's growing action against Lorenzo's unsavory corporate tactics.

Pratt ruled that Eastern's bid to sell the Washington-New York-Boston shuttle to another, newly created subsidiary of Texas Air violated his July 1987 injunction against such spinoffs because they unilaterally alter employees' working conditions.

The Machinists & Aerospace Workers, the union that represents 12,000 mechanics and other ground personnel at Eastern, won the ruling. Pratt said Eastern must bargain with the union over changes in the airline's structure under terms of the Railway Labor Act.

In other activity involving Eastern:

- More than 2,000 AFL-CIO members protested in Philadelphia against efforts by the Merrill Lynch & Co. brokerage firm to raise a $200 million "strike war chest" for Texas Air—part of an overall $900 million company strike fund.
- A resolution was introduced in the U.S. House of Representatives to direct the Secretary of Transportation to investigate both the proposed air shuttle sale and a transfer of Eastern aircraft and routes to nonunion Orion Air.
- Bipartisan congressional leaders, stating that Eastern's actions would leave it "stripped of its most profitable components" urged Transportation Sec. James Burnley to carefully scrutinize any Eastern shuttle sale.
- An Eastern executive, testifying in a federal court suit brought by the Air Line Pilots against the Orion Air transfer, said the airline has had to cancel thousands of hours of flight time because pilots have been leaving the airline.

In addition, Eastern flight attendants represented by the Transport Workers kept up their campaign to inform the public of Lorenzo's tactics.

The Philadelphia rally against Texas Air and Merrill Lynch was the first of several planned for Eastern "hub" cities and centered on the brokerage firm's role in helping Texas Air continue to operate in the event of a strike.

At the rally, Charles Bryan, head of the Machinists' Eastern Council 100 in Miami, read a telegram to Merrill Lynch chairman William Schreyer, noting that the investment firm had become "a key agent for the most notorious 'anti-employee' employer of all time."

Employees betrayed

Bryan told Schreyer that Merrill Lynch, which had played a major role in obtaining funds to keep Eastern afloat—including over $360 million in labor-cost reductions—had "betrayed Eastern employees' trust."

The House resolution, endorsed by the top Democratic and Republican members of the Public Works and Transportation committees, noted that Eastern's actions "have caused employees to suffer from stress and low morale because of harassment and intimidation . . . suggesting an overall strategy of gaining labor concessions through application of pressure outside the collective bargaining process."

In addition to concerns over the Eastern shuttle sale, the resolution would delay any Orion Air flights under contract with Eastern "unless Orion establishes conclusively that it is capable of conducting such operations with the highest degree of safety."

Judge Pratt's ruling was the second significant court victory by the Machinists against Lorenzo. Last July, when he issued the injunction, Pratt blocked Eastern's attempt to shift its ramp crews to nonunion Airport Ground Services Inc. because it did not bargain with the union over the change.

The judge said the Railway Labor Act restricted Texas Air's plan to transfer several hundred Eastern employees to its new Air-Shuttle subsidiary.

Eastern said it would appeal the ruling.

Rail labor scores Amtrak for attack on worker rights

Railroad unions urged Congress to continue Amtrak as the nation's passenger rail network but to reject management proposals that would take its workers out of the Railroad Retirement System and deny them protections provided for employees of privately operated systems.

James J. Kennedy Jr., executive secretary-treasurer of the Railway Labor Executives Association, told the Senate Surface Transportation subcommittee that Amtrak employees made financial sacrifices to keep Amtrak operating. They earn about 12 percent less than other railroad workers and have given up advantageous work rules, he noted.

Amtrak now "seeks to strip from these same employees virtually all the statutory and judicial protections they now enjoy," Kennedy testified.

While Amtrak claims it could save $45 million a year by withdrawing from the Railroad Retirement System, Kennedy stressed that such a savings could be accomplished only by "washing its hands of any responsibility to existing retirees in the system," including those retirees who worked for Amtrak's predecessors in railroad passenger service.

Given the dwindling employment pattern in the railroad industry, Kennedy warned, Amtrak's withdrawal would probably destroy the retirement system.

Anti-worker stance

In other areas of rail labor legislation, Kennedy observed, Amtrak has apparently embraced the anti-worker positions of private-sector railroads. Were Amtrak to succeed in stripping employees of protections on the grounds of cost savings, privately owned railroads would quickly demand the same exemptions, he warned.

Amtrak's legislative proposals also include changes in the Railway Labor Act to ban secondary picketing, elimination of the limited transfer rights between Amtrak and Conrail, and exemption from the Federal Employers Liability Act.

Kennedy told the panel that rail unions support Amtrak's request for a $630 million appropriation to continue to provide passenger service to the growing numbers of people "who utilize rail travel by choice or by necessity."

The Administration proposal to sell off Amtrak would almost certainly eliminate passenger rail travel except in the most heavily travelled segments. Congress ignored a similar proposal last year and is not expected to abandon its commitment to a national passenger system.

Pennsylvania AFL-CIO President Julius Uehlein, right, and Executive Vice President Richard McIntyre and Sec.-Treas. Judith Heh, at left, welcome Teamsters' leaders—President John Morris of Pennsylvania Conference of Teamsters and Vice President Jim Burns and Recording Sec. Larry Thomas of IBT Joint Council 53. Morris announced the IBT conference will affiliate its 140,000 members with the state federation in June.

Labor donors set new mark in blood drive

Union members in 44 cities donated a record 100,517 pints of blood in January as part of labor's emergency blood donor drive, the AFL-CIO Dept. of Community Services reported to the Executive Council.

The count topped last August's special collection of 63,371 pints, Community Services Director Frank Emig noted.

The project is coordinated by labor's community service representatives and American Red Cross workers who are working with state and local AFL-CIO central bodies to supplement existing blood donor drives.

Service Employees President John J. Sweeney is spearheading the program—begun in January 1987—to increase blood donations during periods of critical shortages in January and August.

Existing drives

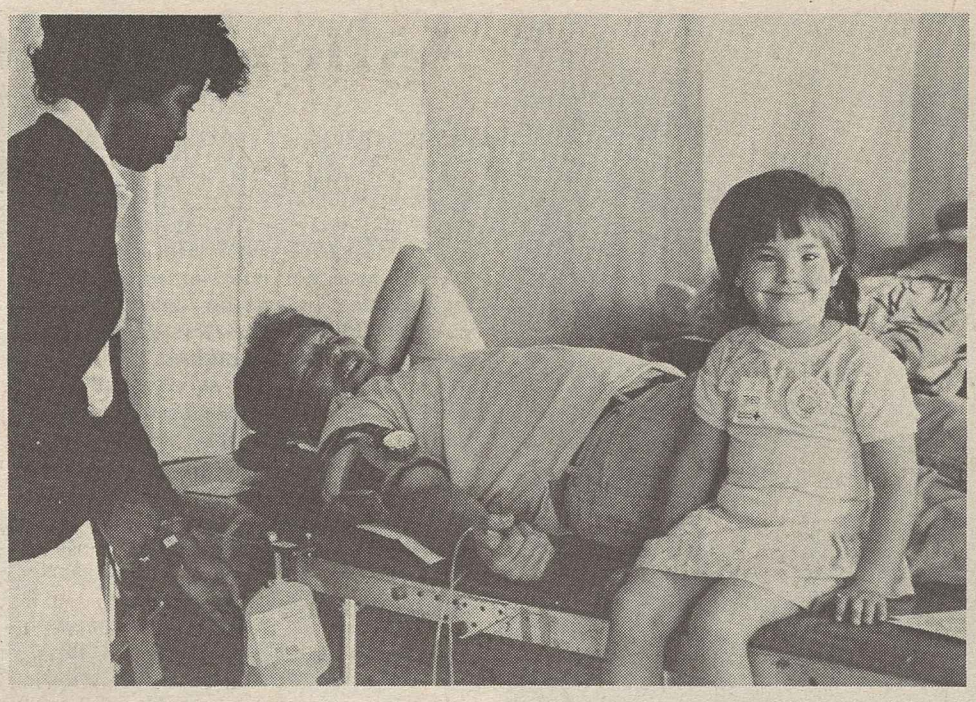
The program is intended to enhance existing blood donor drives conducted by local unions, the AFL-CIO said.

In some of the program's highlights:

- Paperworkers in Mobile, Ala., who have been locked out by International Paper Co. for nearly a year, held several blood drives while community services representatives called on local building trades apprentices to pitch in and help the Red Cross effort.
- In Miami, the Red Cross set up a temporary bloodmobile at Electrical Workers Local 349 headquarters with the most recent drive bringing another 147 units.
- The Tidewater Virginia AFL-CIO has computerized its blood donor network to expand operations for future donor campaigns.

Applauding the labor movement for its "outstanding effort" in the twice-a-year special drives, the Red Cross expressed the hope the the "traditional slump months in blood collections of January and August may well be a thing of the past."

The 1987 AFL-CIO convention directed the Dept. of Community Services to continue the supplemental January and August drives on an annual basis.



Robert E. Black, a member of IBEW Local 349 in Miami, donates blood with the approving smile of daughter Christina.

Congress asked to rescind tax on education benefits

The AFL-CIO asked Congress to restore the tax-exempt status of employer-provided education and training benefits, with continued safeguards to assure that the program is not abused.

A section of the tax code that had allowed tax-exempt employer payments of up to $5,250 for employee educational benefits expired on Dec. 31, 1987. Sen. Daniel P. Moynihan (D-N.Y.) and Rep. Frank J. Guarini (D-N.J.) are the principal sponsors of the bill to reinstate the exemption.

The legislation is in the public interest, AFL-CIO Assistant Research Director Arnold Cantor and Herbert Magidson, vice president of the Teachers, stressed in statements submitted to the Senate Finance Committee.

Cantor said the broad range of education opportunities that unions have negotiated for their members provide the nation "with a more skilled, better educated and more adaptable workforce."

He pointed to 50,000 New York City health care workers who are eligible for education and training benefits from a pooled fund provided by employers under a contract with the Retail, Wholesale & Dept. Store Union.

Union accords

Some 285,000 members of the Communications Workers at Bell Telephone companies are eligible for education programs that can lead to job upgradings, Cantor noted. He cited Auto Workers training agreements, extensive educational programs for members of the Service Employees, and contracts that reimburse members of the Office & Professional Employees for tuition to cover courses in colleges and universities where they are employed.

The labor-sought legislation would also restore the tax-exempt status of free or reduced-cost tuition normally provided to graduate students who work as teaching assistants at the universities where they are pursuing advanced degrees.

The AFT protested that the Internal Revenue Service has been dunning these low-paid graduate students for back taxes on tuition allowances that are clearly job related.

Magidson, who is also executive vice president of the New York State United Teachers, said programs to prepare more teachers for specialties in which there are shortages are endangered by the taxation of benefits.

The tax policy also hurts people at the bottom of the career ladder, Magidson noted. He cited the progress that many paraprofessionals have made in advancing up the career ladder in the New York City school system as the direct result of educational opportunities written into their union contracts.

"Now is not the time to make this benefit taxable," he declared.

ILG opens talks for 125,000 in eight-state area

New York—Increases in wages and health care benefits, parental leave and job security topped the bargaining proposals of the Ladies' Garment Workers as the union opened contract talks with garment manufacturers in eight northeastern states.

The majority of the three-year contracts covering 125,000 ILGWU members—who sew coats, suits, dresses, rainwear and other outerwear—expire May 31. The remaining agreements expire in July.

Twelve local and regional ILGWU affiliates are bargaining separately with 47 employer associations representing 2,000 firms, and with independent employers, depending on jurisdiction. For example, the ILGWU is seeking to negotiate a common contract, or major market agreement, with employers in the New York metropolitan dress market. That agreement then would cover all association manufacturers and contracting shops producing dresses in the northeast region, the union said.

ILGWU President Jay Mazur noted that the "deluge of imported clothing from low-wage countries with virtually no labor protections has caused enormous distress to our union and the garment industry."

Mazur also stressed the need for trade legislation that "calls for sharing our markets on a global basis" and expressed labor's continued support for the Gephardt amendment which would trigger action against countries with a record of unfair trading practices and trade surpluses.

While garment workers acknowledge the industry's problems, "ILGWU members believe that we have sacrificed enough," he said. "They and their families want decent wages, better working conditions and good benefits."

ILGWU members currently earn hourly wages of $7 to $7.75. During the last round of negotiations, the garment workers won an 11-percent wage increase over the contract term.

Health care costs

On the union's proposal for more comprehensive health benefits, Mazur noted that the ILGWU and the garment industry had led the nation for decades in benefits programs. But "health care costs have escalated rapidly and—despite tremendous efforts to contain them—put financial pressure on our members' all-important health insurance and prescription drug programs," he said.

Last year, the ILGWU won increased employer contributions to the prescription drug program in negotiations with undergarment manufacturers that covered 20,000 workers.

Other bargaining goals include six months of unpaid leave for new parents, strong restrictions barring employer discrimination against workers based on national origin or immigration status, maintenance of pay for workers called to jury service, and establishment of a joint health and safety committee.

Filibuster stalls Senate vote to override civil rights veto

Continued from Page 1

in anti-discrimination laws, assailed Reagan's veto and called on Congress to override it.

The veto sounds retreat from the nation's commitment to civil rights and that's the "wrong message" for Congress to send, the federation declared.

A controversial 1984 Supreme Court decision, in the Grove City College case, narrowly read a ban on sex discrimination in colleges receiving federal funds to apply only to the specific program getting federal money. That was contrary to the understanding of most members of Congress, and there was a bipartisan consensus that the loophole should be closed.

As civil rights groups read the decision, it imperiled also enforcement of laws intended to prevent institutions receiving federal funds to discriminate by race, age or physical handicap. Thus the legislative remedy was drafted to apply to all four areas of discrimination, and restore the original intent of Congress.

The Administration sought to curtail the scope of the legislation by raising hypothetical "worst scenario" issues, but the chief obstacle was a dispute over abortion language that threatened to erode support.

That was resolved by a Senate compromise that the civil rights coalition accepted in the interests of passing a bill by a veto-proof margin. Amendments that would have furthered the Administration goal of restricting the bill and reducing its coverage were defeated, mostly by large margins.

Reagan's veto message claimed the legislation would "vastly and unjustifiably extend the power of the federal government."

Supporters of the measure noted that the President's arguments were the same foes of civil rights had raised a quarter-century ago in the historic congressional debates that led to passage of the Civil Rights Act of 1964 and follow-up legislation.

Sen. Edward M. Kennedy (D-Mass.), who led the floor fight to override the veto, termed the issue "a critical moment for civil rights and the nation."

He cited the broad-ranging support for the measure—including endorsements from organizations representing the groups that foes claimed would be hurt by the law.

The purpose of the legislation, he stressed, is to restore the conditions that existed before the Supreme Court's ruling. The vetoed bill, Kennedy told his colleagues, "does just that, nothing more, nothing less."

OSHA grants awarded to eight union groups

Eight trade union groups have been awarded grants totaling $570,000 by the Occupational Safety & Health Administration to continue their job safety and health training and education programs.

This is the fifth year the groups have received funding under OSHA's New Directions program. Funding can continue for up to six years, with the amount declining as the group develops it own funding sources, ultimately achieving self-sufficiency. Grants are to solve specific job safety or health problems or to develop methods of strengthening safety programs in the workplace.

Grant recipients are the Service Employees, $200,000; Glass, Pottery & Plastics Workers, $45,000; Asbestos Workers Local 22, Pasadena, Tex., $50,000; Florida AFL-CIO, $75,000; North Dakota Building & Construction Trades Council, Bismark, $50,000; West Central Illinois Building & Construction Trades Council, Peoria, $25,000 Washington Building & Construction Trades Council, Hyattsville, Md., $62,000, and the Maine AFL-CIO, $63,000.

El Salvador court assailed for blocking trial of killers

The American Institute for Free Labor Development—the AFL-CIO's arm in Latin America—denounced the Supreme Court of El Salvador for rejecting all efforts to bring to justice the military-backed killers of two American AIFLD workers and a Salvadoran trade union leader.

"The high expectations of democracy created by the successful elections of the last several years" were dealt a cruel blow by the Salvadoran judicial system, AIFLD Executive Director William C. Doherty said, as the high court rejected a final attempt in the eight-year effort to bring Capt. Eduardo Avila to trial for his role in the deaths of Mike Hammer, Mark Pearlman and Rodolfo Viera.

The supreme court held that the appeal to hold Avila for trial was not made in a timely fashion.

Doherty said the court's decision was "the most transparent manner possible to inform the world that Army officers are above the law and cannot be tried even for the most heinous of crimes in El Salvador."

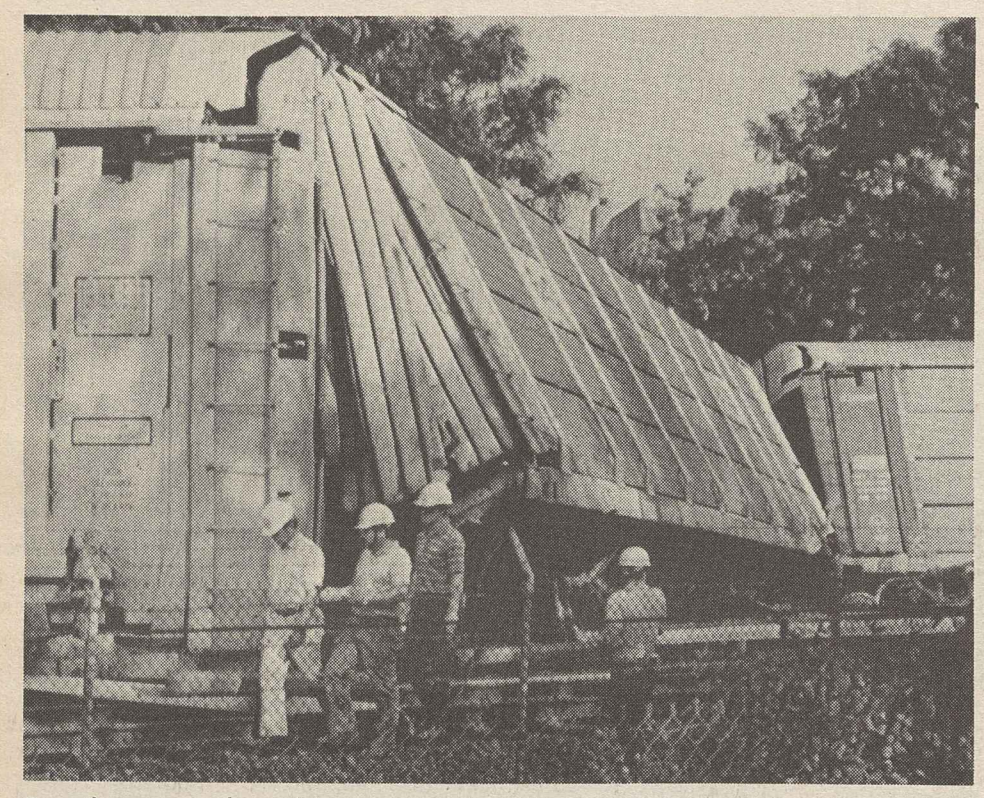
The ruling "is a setback for the Salvadoran people's hope for democracy" and further tarnishes the image of a country "struggling to overcome the memory of death squad activities," of which Avila was a participant, Doherty noted.

The AFL-CIO has opposed the granting of any military aid to El Salvador until true reforms are made in the judicial system that will "demand the prosecution of military officers who commit crimes against the citizens of El Salvador."

Letter to Duarte

In a letter to President Duarte, Magdalena Hammer contrasted his earlier gesture of sorrow and respect at her husband's grave in Arlington, Va., with Duarte's allowing the charged assassins and their accomplices to be set free.

While the president asked for forgiveness on behalf of the Salvadoran people, "I simply asked you for justice," she wrote. "You having allowed the release of the assassins has left me perplexed and outraged," she added, urging Duarte to reopen the case.



Derailments, such as this one near Washington, D.C., prompted the Federal Railroad Administration investigation of CSX operations.

Rail Waymen back findings of poor track maintenance

The Maintenance of Way Employees applauded the accuracy of a Federal Railroad Administration report that found "inadequate" staffing of track maintenance forces by CSX Transportation's Baltimore & Pittsburgh division.

BMWE President Geoffrey N. Zeh said the union has "argued all along that there is a shortage of maintenance of way forces, not only on CSX, but on most of the major carriers in America. In light of the obvious safety implications surrounding our craft in the areas of inspection, maintenance, repair and overall training, it is clear we must begin addressing shortages of maintenance of way personnel."

James J. Kennedy, Jr., executive secretary-treasurer of the Railway Labor Executives Association, said the FRA report "proves what we have been saying all along about the need for real railroad safety legislation that would improve the quality and maintenance of roadbeds, and for better enforcement of existing laws.

Other carriers

"Now that FRA reports have pointed up safety shortcomings at Conrail and CSX—carriers which in our judgment are among the better ones—imagine what the people in New England have to put up with the system run by Guilford Transportation," Kennedy said. "That is a system in chaos waiting for a major accident to happen."

The FRA began its audit of CSX's operations and safety program in late 1987 following at least nine serious train derailments involving CSX track. Its report said, "We believe that the training, equipping and numerical strength of the maintenance of way forces in this division are inadequate, a factor which threatens the company's capacity to maintain the quality of its track over the long term," and that the inadequate staffing "appears to lie at the heart" of accidents in Maryland and Pennsylvania.

Understaffing cited

The FRA evaluation found that inspection districts were too large to permit "conscientious" inspections in the time period allotted, and that there were problems of understaffing and inadequate training of employees performing supervisory duties.

CSX's Baltimore division covers 4,912 miles of track in Maryland, Pennsylvania, District of Columbia and parts of Ohio, West Virginia and New York. The FRA report found "seriously deteriorated" turnouts, where trains can be switched from one track to another.

Zeh pledged that the union will work with the FRA and CSX "in addressing the need to both increase maintenance of way forces and improve training programs. We hope the FRA findings lead to a much needed re-evaluation of maintenance of way forces across the country. The present personnel levels obviously are not adequate enough to meet today's track maintenance and inspection needs."

Asbestos alert sounded

Unions oppose further delay in timetable

Union witnesses at Senate hearings opposed any delay in the timetable Congress set for inspecting schools for deteriorating asbestos insulation and warned of threatening asbestos hazards in commercial and public buildings where tens of millions of people work and do business.

The hearings by two subcommittees concerned with toxic substances and environmental hazards came two weeks after the Environmental Protection Agency submitted a controversial report on asbestos risks in buildings other than schools. EPA acknowledged a massive asbestos hazard problem but nevertheless advised against a major cleanup campaign.

Both issues were addressed in testimony by Reuben A. Guttman, attorney for the Service Employees, and James August, AFSCME occupational health and safety specialist.

Workers at risk

The two unions include school custodians and other service workers most at risk when asbestos, long used as boiler room insulation, starts to deteriorate. Asbestos fibers are a serious cancer threat.

Unions spearheaded the drive for a 1986 law that set an October 1988 deadline for inspection of schools for asbestos hazards and required the EPA to set standards for safe removal. The same law directed the agency to report to Congress on the asbestos hazards of other public and commercial buildings.

Guttman expressed the SEIU's opposition to proposals by some rural state senators for a delay in the deadline for compliance with the school inspection requirement. He noted that EPA already has authority to consider factors "that may legitimately prevent timely compliance" and to exempt such school districts from penalties.

But Guttman stressed that EPA's past record of laxity regarding the asbestos risk in schools makes clear that the need is for effective enforcement and not revision of the law.

August, who is himself an accredited building inspector for asbestos-containing materials, said some school systems have been grossly negligent in dealing with asbestos hazards, risking the health of school workers and children alike.

Both union witnesses were sharply critical of EPA's refusal to recommend a major cleanup effort despite its estimate that one out of 10 non-school buildings contain damaged asbestos that could cause cancer. The agency said there aren't enough qualified technicians to inspect and remedy asbestos hazards and that improper removal would add to the cancer danger.

Guttman said a large part of the SEIU's membership—including janitors and other custodial employees—work "on the front line" of asbestos hazards. The union has repeatedly pressed EPA to issue comprehensive regulations dealing with asbestos in buildings. The agency's reluctance to deal with the problem and its refusal to set a timetable for asbestos abatement is "unacceptable," Guttman said.

Dated research

August noted that EPA's current estimate that some 500,000 buildings contain partially damaged asbestos and about 317,000 have "significant" asbestos damage is based on five-year-old research. The situation is probably worse now, August declared.

"It is clear this country faces a potential health hazard of staggering proportions," August testified. The school abatement program must be "implemented without delay" and realistic timetables set for other buildings, he urged.

AFL-CIO privilege plan adds low-cost insurance programs

A new low-cost plan of life insurance protection of up to $100,000 will soon be offered to members of subscribing AFL-CIO unions.

Sponsored by Union Privilege Benefit Programs, the non-profit organization created by the AFL-CIO to develop the programs, the life insurance plan will be available to union members, aged 18 through 79, without any requirement for a medical exam.

Depending on which plan a member qualifies for, coverage will be at varying levels up to $100,000. Plans will also be available for spouses and children.

An innovative feature is waiver of premium payments during layoffs, lockouts, or union-sanctioned strikes.

Union members will receive an insurance enrollment packet mailed directly to their homes where they can decide on how the coverage can best meet their needs and budget.

Three plans are available, depending on health information:

- Basic Life Plan—For most members aged 18 through 64, with term coverage from $10,000 to $100,000.
- Guaranteed Benefit Life Plan—Increasing term life coverage grows to $10,000 for those aged 18 through 64 who do not qualify medically for the Basic Life Plan. This offers guaranteed protection even if members are rejected by other insurance plans.
- Senior Benefit Life Plan—Term life coverage of up to $5,000 at a fixed rate of only $10 monthly for members aged 65 through 79.

AFL-CIO President Lane Kirkland said the new plan can mean added security at an affordable cost to union members "to keep the family out of debt, to pay for the children's education, and to retain a lifestyle attained through years of hard work."

Affiliated national and international unions make their own choice on whether to participate in the program.

Initial groups

Information will be sent initially in April to four union groups—Electrical Workers, Pattern Makers' League, Oil, Chemical & Atomic Workers and AFL-CIO directly affiliated local unions and staff.

In May, members of the Service Employees, Steelworkers, Flight Attendants, Machinists, Chemical Workers, Ladies' Garment Workers, and Broadcast Employees & Technicians are scheduled to receive the data.

The UPBP already offers substantial savings to members of AFL-CIO affiliated unions through its credit card, legal, and travel programs.

Information about a specific union's participation in a program is available from the union's international headquarters or the Union Privilege Benefit Programs at 1-202-662-1990.

GE, Westinghouse unions set goals

The Coordinated Bargaining Committee—the umbrella group of 14 unions which represents workers at General Electric Co. and Westinghouse Corp.—set job security as a key bargaining goal for contract negotations scheduled to begin in May with GE and July with Westinghouse.

Addressing a meeting of the CBC steering committee, AFL-CIO President Lane Kirkland stressed that the labor movement will continue to insist that global misery and human destitution be eliminated by pressing for international labor standards as a condition of U.S. foreign trade.

A sure "recipe for world disaster" would be for the United States to succumb to multinational corporate pressure to reduce workers' living standards to the lowest common denominator, Kirkland declared, urging CBC members to deliver that message to GE and Westinghouse at the bargaining table.

"The wages of American workers are the only factor that created and sustains the rich marketplace that so many multinationals are so hot to exploit from their off-shore, low-wage sweatshops," Kirkland pointed out. "It shouldn't take much business sense to figure out what will happen to that marketplace if people don't have those paychecks to spend," he added.

Tools rusting

Kirkland affirmed that while American workers are "the most productive on earth . . . for too long, the tools needed for productivity have been allowed to rust."

America "has had less investment in capital available for new plant and equipment because our managers are willing to close a money-making U.S. operation to open a plant anywhere in the world as fast as they can find cut-rate wages," he charged.

Kirkland noted that GE is one of the biggest "foreign producers on earth," with a flood of imports into the United States coming from products made in offshore GE plants by GE employees. And "GE is prepared to move again—or threaten to—at the drop of a peso," he added.

Electronic Workers President William H. Bywater stressed that with job security a crucial goal, negotiators are facing a big job and "must make clear to all our members that it's their jobs that are at stake."

Another CBC representative, Bob White of the AFL-CIO Industrial Union Dept., warned committee members that the negotiations this year could be the most difficult since coordinated bargaining began in 1966.

In a series of resolutions, the committee endorsed a strike by 7,000 Auto Workers and Machinists at a GE plant in Evendale, Ohio, over subcontracting and job classification disputes and called on affiliates for financial and picket line support for the strikers, and expressed support for the Sheet Metal Workers in the union's campaign to save manufacturing jobs at a GE plant in Cicero, Ill.

The committee also called for a national Westinghouse agreement with a common expiration date and a uniform wage and benefit package.

The 14 unions of the CBC are the Allied Industrial Workers, UAW, Broadcast Employees & Technicians, Carpenters, Firemen & Oilers, Flint Glass Workers, Electrical Workers, IUE, IAM, Plumbers, Sheet Metal Workers, Steelworkers, Teamsters and unaffiliated United Electrical Workers.

Koellein receives United Way award

Henry Koellein Jr., Maryland's commissioner of labor and industry and a former president of the Baltimore AFL-CIO, has been presented the Joseph A. Beirne community service award by the United Way of America.

Established in 1974, the award is named for the late president of the Communications Workers. It pays tribute to outstanding community service and volunteerism by a labor union official.

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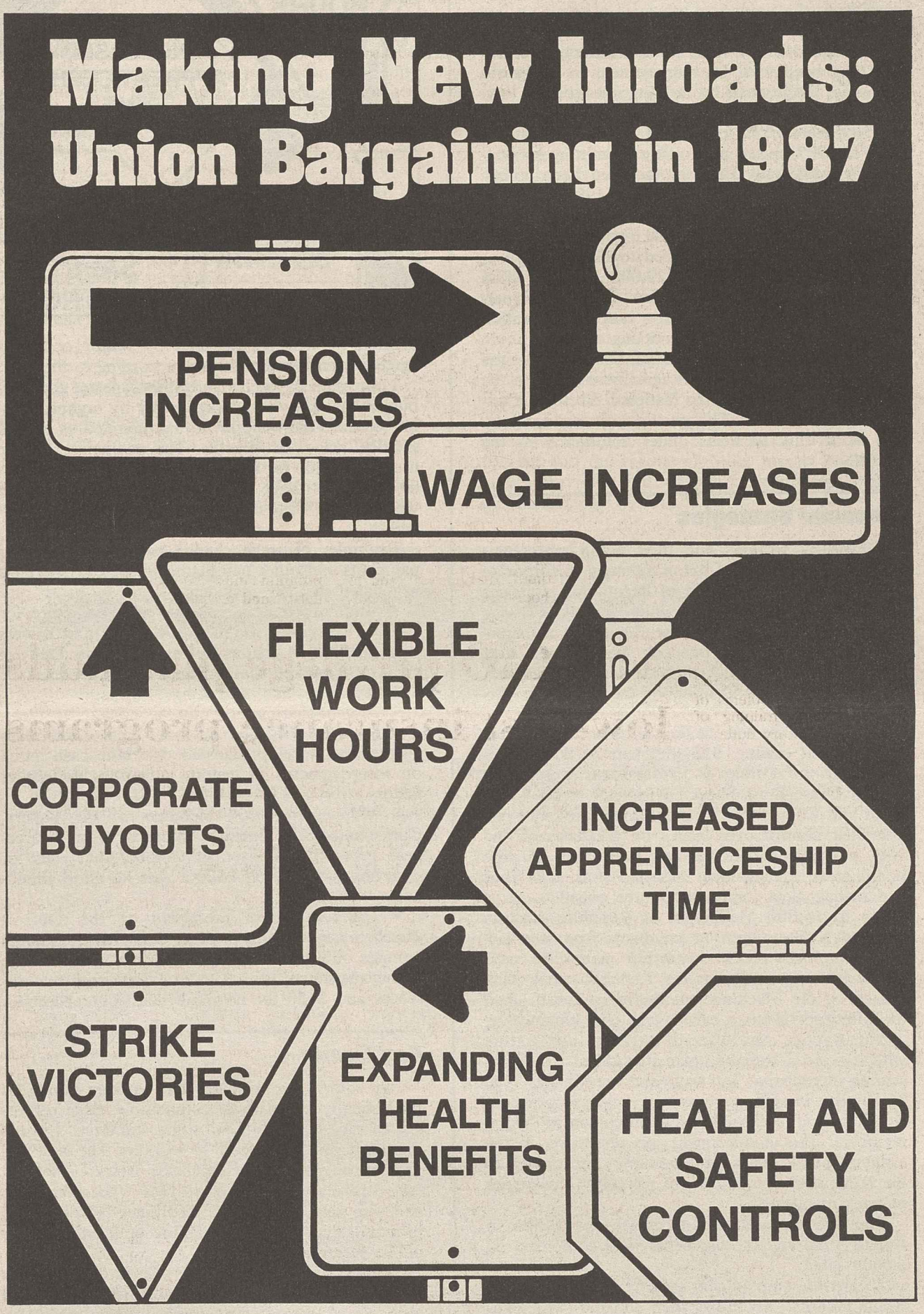
Making New Inroads: Union Bargaining in 1987



By Stephen Singer

Union bargainers gained ground—and in many cases, broke ground—as they sought to protect workers and preserve jobs in contracts negotiated in 1987.

"Competitiveness," a shorthand description of mounting trade problems confronting the United States, has come into vogue as the buzzword of the late 1980s. But trade problems cannot be solved at the bargaining table, and as many contract settlements demonstrate, union members rejected management attempts to reduce the year's monstrous $171 billion trade deficit by lowering the standard of living workers have fought hard to attain.

Attempts to reduce union members' earnings to match low wages of many Third World workers would trigger a downward wage spiral for American and foreign workers. Fair trade and competition for skills, technology and management ability would be replaced by cut-throat competition which puts the burden on workers throughout the world.

Instead of yielding to demands that workers hold the line on wages and benefits, union negotiators hammered out contracts that bolstered job security provisions, expanded training programs, introduced parental leave arrangements, secured employee buyout plans and included other bargaining strategies to supplement traditional contract demands for improved pay, expanded benefits and better working conditions.

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Economic and Political Gains

In contracts covering 1,000 or more employees, nearly 5.5 million workers in 1987 won average effective wage adjustments of 3.6 percent, up from the 2.8 percent gain in the previous year, according to the Bureau of Labor Statistics.

Contracts that include cost-of-living allowances (COLAs) to keep up with inflation triggered an average gain of 2.6 percent. Wage adjustments stemming from COLA reviews in 1987 averaged 43 percent of earnings increases during the COLA review period, according to the BLS.

In addition, workers who won wage increases can look forward to a 3.3 percent gain in deferred adjustments in 1988, the BLS reported.

In estimating the value of the settlements its survey covers, BLS does not include lump-sum payments, profit-sharing arrangements, stock bonus plans, cost-of-living adjustments or worker retraining funds. Such contract elements recently have increased in importance, so that the real value of settlements is understated.

Union members' wages and benefits are increasing more slowly than earnings for non-union workers, according to the BLS. Employer costs for union workers' wages and benefits increased by 2.8 percent in 1987, while the cost for non-union workers rose by 3.6 percent. Much of this rise is due to the 4.4 percent average raises given to managerial employees.

Though non-union workers gained larger increases, they have a long way to go to close the $123-a-week gap between their median earnings and what union members earned in 1987. The BLS reported that median weekly earnings of union members stood at $465 and non-union workers were paid $342, a difference of 36 percent.

Catching up from years of restrained settlements, state and local government workers won effective wage increases averaging 5.7 percent in 1987, according to the BLS. Though higher than the wage rate increases won by private sector employees, the average first-year public sector wage increase was down slightly from the 6 percent gain in 1986.

Despite the wage gains for private sector workers, pay and benefit hikes of 3.6 percent lagged behind the year's 4.5 percent increase in the cost of living, which was three times the 1986 rate.

In addition to economic shifts, political changes affected collective bargaining in 1987. The waning strength of the Reagan Administration deprived federal policy-makers of opportunities to help fashion anti-union strategies that in the early 1980s sent the message to employers nationwide that union-busting was an acceptable bargaining tactic.

The level of unemployment also served as an economic signpost during contract talks. The average annual rate stood at 6.2 percent and in December was 5.8 percent, the lowest level since 1979 and a sharp drop from the 10.8 percent in 1982 induced by the Reagan recession.

But economic gains remained skewed during Reagan's years in the White House. Though employment rose in all industries in 1987, with an increase of 400,000 in manufacturing during the year, the number of manufacturing jobs was off by 1.7 million since 1979 peak levels. This fact was not lost on workers and their union representatives in manufacturing industries as they entered contract talks aiming to preserve jobs immediately and in the near future, while trying to help strengthen the ability to better compete in domestic and foreign markets.

Job Protection

In a variety of ways, unions in numerous industries gained ground protecting jobs against unfair competition and other economic changes that have stacked the deck against millions of American workers. Union negotiators went a long way in their efforts to protect jobs with contracts that create new jobs, limit plant closings and rein in subcontracting and contracting out of work.

Auto workers posted major gains in 1987, protecting their jobs in three-year contracts with Ford Motor Co. and General Motors Corp. The two companies agreed to guarantee jobs for current workers and restrict indefinite layoffs to periods when sales slump.

1987 Average Effective Wage Adjustments in Contracts Covering 1,000 or More Workers

Source: Bureau of Labor Statistics

Ford agreed to pay $500 million to the Guaranteed Employment Numbers (GEN) program, which for the first time was included in a UAW contract. General Motors at the same time committed $500 million to the supplemental unemployment benefit fund.

The GEN program, a centerpiece of the UAW-Ford contract, locks in job levels at Ford's 85 plants in the United States and prevents layoffs for all reasons except "carefully defined volume reductions linked to market conditions." In addition, the contract, which covers 104,000 workers, calls for a plant-closing moratorium and stronger prohibitions against contracting out work to non-union plants.

The settlement also limits the loss of jobs through attrition by recalling one laid-off worker for every two jobs vacated through retirement, resignation or death. UAW President Owen Bieber said he expected "many thousands" of the 35,000 eligible union members at Ford to take advantage of the expanded early retirement program, which would trigger operation of the program.

Auto workers at America's two biggest car makers weren't the only ones to win job protection measures. UAW members at a Toledo, Ohio, Chrysler Corp. Jeep plant ratified a contract in November that will keep the factory open during the life of the 58-month pact. The accord also includes an agreement by Chrysler to keep at least 4,500 workers on the job at the Jeep plant. In addition, the pact contains a "me too" provision that will pass along outsourcing restrictions negotiated in other Chrysler settlements.

UAW bargainers also negotiated a 39-month pact containing job security measures with Case IH plants in five states. The agreement, which covers 5,100 workers, provides a "100-percent job security" clause that establishes guaranteed employment levels for all current jobs, Bieber said.

Mine Workers adopted "job opportunity and economic security" as primary bargaining goals in 1987 talks. Under terms of a pact negotiated in February by the UMW and Island Creek Corp. of Lexington, Ky., workers will have the first opportunity for available jobs at all the company's operations, including a mine opened or acquired during the term of the pact.

In addition, Island Creek subcontractors must abide by UMW labor standards and provide employment opportunities to laid-off Island Creek workers.

A no-layoff guarantee was negotiated by bargainers for postal workers' unions. The pacts, negotiated by the Postal Workers, Letter Carriers and Mail Handlers Division of the Laborers Union, cover nearly 650,000 workers—the largest number of employees covered by a contract settlement in 1987.

A five-year agreement between the Teamsters and Safeway Supermarkets in the Denver area altered successorship provisions requiring the company, in the event of the firm's sale, to make a "good faith effort" to assure that employees be kept on the job and that the contract be honored.

Members of four Food & Commercial Workers locals in the Philadelphia area moved beyond protection of existing jobs with agreements that will increase the number of supermarket jobs. Under terms of a contract with Acme Markets Inc., UFCW officials will boost current employment of 6,500 by about 5 percent, creating some 300 jobs in three years.

Management will expand employment by promoting part-time workers to full-time posts and fill the vacated part-time jobs with new hires, according to the UFCW. The larger work force is needed to staff newly formed supermarket departments, according to the union.

The longest major strike in the steel industry's history ended with a limit on subcontracting, which has long been used by management in numerous industries to cut costs by farming out work to low-wage, non-union workers.

The Steelworkers persuaded USX Corp. at the start of 1987 to accept a clause permitting subcontracting work only in cases that had been consistently contracted out before Mar. 1, 1983, when the preceding pact took effect. Work contracted out since then would go to USWA members unless the company could prove the need to do otherwise.

In the contract covering 22,000 workers, USX also agreed to notify the union of all work performed off-site and agreed to a quicker arbitration procedure to resolve subcontracting disputes.

Subcontracting electrical construction work was banned in the first national agreement between the Electrical Workers and the National Electrical Contractors Association. The pact permits subcontracting work only to firms under contract with the IBEW.

Financial Strategies

Efforts by workers and their union representatives to buy stocks and union attempts at corporate buyouts have become part of negotiating strategies to improve job security for union members.

Members of the Steelworkers acquired a majority of stock in three Babcock and Wilcox steel plants in an employee stock ownership trust that took effect with ratification of the collective bargaining agreement.

Faced with the loss of their jobs because of imminent plant closing, 535 members of the Machinists and the Office & Professional Employees bought Chase Brass Sheet Division of North Coast Brass and Copper Co. in Cleveland. Workers exercise their control over stocks on the basis of one vote per person. The unions have four of nine board seats, management has two slots and labor and management jointly pick three outsiders.

Up to 15,000 Machinists at Republic Airlines received $150 million in payments from the airline's employee stock ownership plan. The payments were in exchange for Republic stock purchased by the Machinists in the early 1980s when the Minneapolis-based carrier was near bankruptcy.

The payout was offered by IAM negotiators who rejected a Republic plan that called for profit-sharing in exchange for wage and benefit cuts. The Machinists instead proposed its own program of common and preferred stock purchases by union members. The union sought job protection in the event Republic declared bankruptcy, according to the IAM; common stock will pay off if the carrier remains in business.

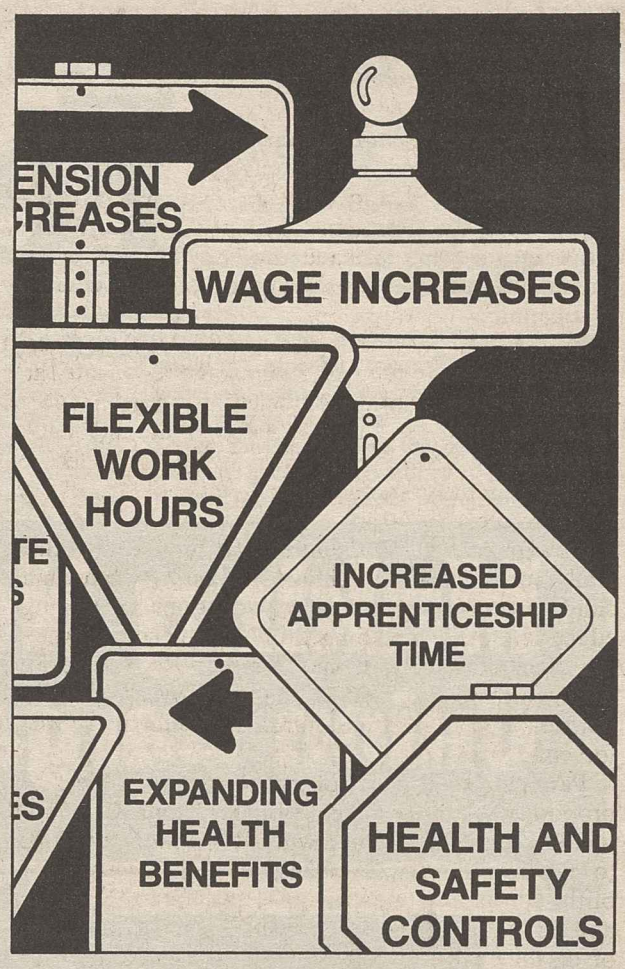
Republic was purchased by Northwest Airlines in August 1986 and the payments were completed 10 months later.

To provide employment security elsewhere in the airline industry, which has been buffeted by deregulation and mergers, unions participated in the management of United Airlines. The Machinists, Flight Attendants and Air Line Pilots reached agreement in November with the carrier that gives the unions the right to match or exceed bids to thwart attempted takeovers of the company.

Machinists in Portland, Ore., saved their jobs by taking ownership of Western Cascade Truck and Trailer Repair, which had been shut in a union-busting effort by Western Peterbilt Truck Company. To prevent a plant closing and dislocation of workers, the truck mechanics established a cooperative with help from organized labor, local government agencies, church and community groups.

Changing Income Packages

Lump-sums and other pay plans were added to a number of agreements. The proportion of contracts with lump-sum payments has increased from 6.5 percent in 1984 to 40 percent in 1986, according to the Bureau of Labor Statistics. In 1987, up to 52



percent of workers covered by major contracts agreed to lump-sum bonuses, according to the BLS.

Lump-sum payments and other types of cash disbursements are viewed skeptically by organized labor because the bonuses are not counted as part of salaries, wages or benefits. The payments may be used as a trade for regular pay raises or in addition to a smaller wage hike, which is the base from which future wage increases and pensions are calculated.

Examples of wage change packages, lump-sum payments and other pay plans included in contracts negotiated in 1987 include:

- Elimination of a two-tier wage structure for 1,400 Teamsters—warehouse workers and drivers—at distribution centers operated by three Denver-area supermarket chains Super Value Stores Inc., Safeway Stores Inc. and King Soopers.
- A gain-sharing program negotiated by Steelworkers and USX permits local unions and management to develop plans to distribute cash based on improvements in output, efficiency and other factors.
- More than 8,000 members of the Bakery, Confectionary & Tobacco Workers won a three-year pact with Nabisco in October that calls for cash bonuses of up to $500 a year for good attendance.
- Up to 11,500 members of the Detroit Teachers negotiated a contract that provides annual bonuses of $300 for teachers who have no absence during the school year, $200 for those with two absences and $150 for no more than four absences.

Pay Equity

Pay equity, the principle that workers should be paid equally for work of comparable value regardless of race, sex or ethnic origin, continues to be a matter of general concern to workers. The issue has become an important wage and salary bargaining issue for many public employees who won wage increases that often were distributed according to proposals put on the bargaining table in 1987 by public sector unions.

Pay equity adjustments in April delivered an average $800 annually to approximately 52,000 New York state employees represented by AFSCME, the Service Employees and the Teachers. The agreement required the state to set aside $37.8 million to upgrade the pay of 35,000 female workers and 17,000 minority workers who hold 237 job titles.

Seattle city officials and the Professional & Technical Engineers agreed in February on a $2.3 million pay equity plan. "It's a step forward since the city is acknowledging that gender-based pay inequity exists," the union said.

About 5,500 Oregon state employees represented by the Service Employees won pay equity increases of 5 to 10 percent in a contract negotiated in October.

Family Issues

Negotiators for the Ladies' Garment Workers broke ground in contract talks by winning parental leave provisions in three-year agreements with five undergarment manufacturers' associations. About 3,500 workers are covered by the pact, which calls

for up to six months' job-protected leave for mothers and fathers. The pact was expected to set the pattern for other contracts affecting up to 20,000 apparel workers.

"The American family is changing and it is vital that society respond to those changes by guaranteeing parents the right to care for their newborn infants," ILGWU President Jay Mazur said of the provision for parental leave. He added that the union intends to fight for similar leave provisions in all upcoming contracts.

In a settlement that covers 45,000 workers nationwide, the Clothing & Textile Workers and the Clothing Manufacturers Association agreed in October to provide up to six weeks of unpaid leave every two years for parental and child care leave. The association represents men's and boy's clothing manufacturers.

Newspaper Guild members at the New York Daily news won the right to choose between paid child care or supplemental payments for continuing education. And beginning in 1988, a pact between the Steelworkers and the Boston Gas Company gives workers the right to choose between a reimbursement plan and a resource and referral service for child care.

Parental leave provisions also are the subject of proposals awaiting congressional action. One bill would require companies with 15 or more workers to provide up to 18 weeks of unpaid leave for birth, adoption or serious illness of a child or parent and up to six months of unpaid leave for all forms of disability.

Health and Safety

Work place changes designed to reduce potential health risks took effect in 1987 for as many as 10,000 New York State employees. Rules for use of video display terminals were imposed following a study by a labor-management committee established in the 1985-88 contract negotiated by AFSCME.

The rules require redesign of work stations to meet the specific needs of VDT operators, including proper positioning of terminals, chairs and display screens, and use of wrist and arm rests.

Office environments also must be redesigned and lighting levels reduced for VDT work and to eliminate eyestrain and glare.

In addition, managers must examine the impact of automation on jobs and review how work is changed by VDT use.

New York state workers also will have greater flexibility, more decision-making authority and responsibilities and the opportunity to be involved in planning and putting in place any office changes. And VDT operators must be given different tasks and a chance to leave the machine and exercise periodically away, according to the policy.

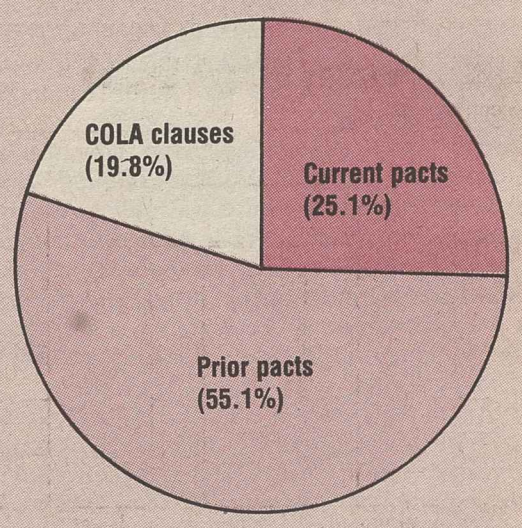
Violations of federal safety and health regulations brought a record fine of nearly $2.6 million to IBP Inc., a meatpacking plant in Dakota City, Neb. The Occupational Safety & Health Administration acted after receiving complaints by UFCW members.

A week after the fine was announced, UFCW and company negotiators agreed last July to a four-year contract that, in addition to other gains, increased the role of the union's safety committee, expanded employee participation in safety programs and guaranteed workers access to their medical records. IBP also agreed to hire a consultant to study the plant's operations and recommend changes.

New health and safety provisions and expanded union participation in health and safety programs were included in the UAW-GM pact. Health and safety controls will be developed as equipment and procedures are designed; research will be conducted on serious and fatal accidents to prevent recurrences; coordination of joint training will be improved; and the ergonomic pilot project agreed to in the previous contract will be completed before the current pact expires.

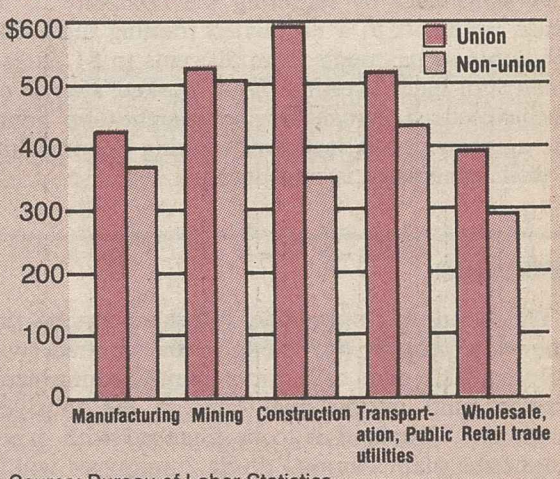
1987 Contract Wage Changes

Sources of average effective changes



Union, Non-union Wage Gap

1987 Median Weekly Full-time Earnings



Source: Bureau of Labor Statistics

1988 Collective Bargaining Schedule

Union bargainers face a heavy schedule in 1988. Negotiations are set for 731 contracts affecting 3.4 million workers, or 39 percent of workers covered by collective bargaining agreements that expire or are due to be reopened, according to the Bureau of Labor Statistics.

RAILROAD TRANSPORTATION: Signalmen, Maintenance of Way Employees, Transportation • Communications Union, Firemen & Oilers, Hotel Employees & Restaurant Employees, Transport Workers and Sheet Metal Workers negotiate 21 contracts in June for 317,157 rail workers.

APPAREL AND TEXTILE: The Ladies' Garment Workers and the Clothing & Textile Workers negotiate six interstate contracts and 19 local pacts covering 230,240 workers. Most of the agreements are set to expire in May.

GENERAL BUILDING, SPECIAL TRADE AND HEAVY CONSTRUCTION CONTRACTORS: The building and construction unions during the year will negotiate contracts covering 305,790 workers.

TRUCKING AND WAREHOUSING: The Teamsters will negotiate over-the-road National Master Freight Agreements covering 150,000 drivers. The Teamsters also will negotiate in May a National Master Automobile Transporters Agreement affecting 21,000 workers.

TRANSPORTATION EQUIPMENT: Twenty-six contracts affecting 159,882 workers will be negotiated. The Auto Workers will bargain for 15 contracts with American Motors Co., Budd Co., Chrysler Corp. (hourly and salary workers), and Jeep Corp., among others. Contracts with General Dynamics Corp. are to be negotiated by the UAW, the Machinists and the Metal Trades. In addition, the IAM will bargain with United Technologies Corp. and the Boilermakers with Norfolk Shipbuilding & Drydock Corp.

ELECTRIC AND ELECTRONIC EQUIPMENT: The Coordinated Bargaining Committee, chaired by the Electronic Workers, with 14 unions representing General Electric and Westinghouse employees, will negotiate for renewal of agreements that expire June 26 and July 28, respectively. Other major contracts up this year will be between the Auto Workers and Autolite Division of Bendix Corp., and between the Electrical Workers and GTE, RCA Corp. and Zenith for contracts covering 155,000 workers.

FOOD STORES: The Food & Commercial Workers will negotiate for 26,800 workers employed under 10 interstate contracts with A&P, Dominicks, Eagle, Krogers and Magruders food stores, Northern Minnesota and Northern Wisconsin Food Merchants, Star Market Co., Super Fresh Food Markets and Food Mart/Waldbaums. In addition, UFCW is to negotiate 17 local pacts affecting 77,541 workers. The Teamsters are scheduled to negotiate in September two contracts in California for 12,000 workers.

LUMBER AND WOOD PRODUCTS: The Carpenters and the Woodworkers are scheduled in March, May and August to negotiate five interstate contracts covering 47,650 workers at Boise Cascade Corp., Simpson Lumber Co., Weyerhaeuser Corp. and five other western firms. Other pacts affecting 6,350 workers at Willamette Industries Inc. and Roseburg Lumber Co., both in Oregon, are to be negotiated by the two unions.

PETROLEUM AND COAL PRODUCTS: Oil, Chemical & Atomic Workers were due to negotiate 11 contracts in early 1988 covering 32,600 workers at American Oil Co., Ashland Oil Co., Atlantic Richfield Co., Arco Pipe Line Co., Gulf, Mobil, Phillips Petroleum Co., Shell, Sun Oil Co. of Pennsylvania, Texaco and Union Oil Co. of California.

RUBBER PRODUCTS: Rubber Workers in April and July are to negotiate five interstate contracts affecting 38,500 workers at Armstrong Rubber Co., B.F. Goodrich Co., Firestone Tire & Rubber Co., Goodyear Tire & Rubber Co. and Uniroyal Inc. In addition, URW will negotiate three local pacts covering 3,630 workers in Kentucky, Oklahoma and Texas.

AIR TRANSPORTATION: Air Line Pilots, Transport Workers, Machinists, Transportation • Communications Union and Flight Attendants negotiate nine interstate contracts affecting 35,200 workers at Eastern, Northwest, Pan American, United, USAir and Delta Airlines.

COMMUNICATIONS: Electrical Workers bargain four contracts affecting 7,950 workers at Central Telephone Co. in Florida, General Telephone Co. in Illinois and Michigan and Hawaii Telephone Co. Communications Workers negotiate two contracts covering 2,700 workers at General Telephone Co. of Indiana and Kentucky.

STATE AND LOCAL GOVERNMENT: Service Employees, AFSCME, Teachers, Fire Fighters, Police Officers, Transport Workers, Food & Commercial Workers, Communications Workers and Teamsters negotiate 225 contracts covering 863,773 workers in 32 states.

Health Benefits

Many health benefit changes negotiated in contracts in 1987 continued to move beyond providing standard, though important, protection for workers and their families. By and large, union members were not required to pay more for benefits that, in many cases, were expanded as caps were placed on escalating health care costs.

A pact between the Food & Commercial Workers and four supermarket chains in northern New Jersey and southern New York covering some 7,000 meat department employees includes a provision establishing a drug and alcohol rehabilitation program that is one of the first in the industry.

The program is financed by a company contribution of 50 cents per month per employee to the health and welfare trust fund, which will hire drug and alcohol rehabilitation counselors. The benefit was designed to help workers who risk losing their jobs because of substance abuse problems.

The Grain Millers, on behalf of some 30 locals, negotiated a master agreement in April that added several health care cost-containment measures, building on a program introduced in 1984. The agreement covers 8,000 workers at General Mills Inc., Pillsbury Co., ConAgra Inc. and International Multifoods Corp.

Up to 1,800 nurses' aides, laundry, dietary and maintenance workers at 21 nursing homes in Michigan represented by the Service Employees won contract provisions for the first time that give workers the right to choose a health maintenance organization as an alternative to a self-insured group health plan offered by the employer, Beverly Enterprises.

More than 800 Steelworkers at the Boston Gas Co. won a right that had been available for three years to management employees: a flexible benefits program that offers a choice among four health care plans to replace one Blue Cross/Blue Shield program.

Bargainers for Electrical Workers, Plumbers & Pipefitters and Office & Professional Employees also negotiated health cost containment features with the Public Service Electric & Gas Co. of New Jersey. They include mandatory second surgical opinion, ambulatory surgery service and reduced costs for generic drug prescriptions.

Training

Electrical Workers and the National Electrical Contractors Association extended union electrical apprenticeship/training programs from four years to five. Changing technology has placed increased demands on the industry, IBEW president John J. Barry said in announcing the move. About 20,000

potential electrical workers are enrolled in the program.

Time required for apprenticeships increased by 28 percent, from 144 hours a year, or 576 hours in four years of classroom study, to 160 hours a year, or 800 hours in the expanded five-year program. The required 8,000 hours for on-job training remained unchanged.

Workers in manufacturing plants now can take part in the Sheet Metal Workers' training/apprenticeship program, which once was offered exclusively in the building trades. While funded in the building trades with a 12-cents-an-hour checkoff by workers, the manufacturing program was begun with a 6-cents-an-hour checkoff. As is the practice in the building trades, the expanded program is handled by locals.

Communications Workers, Electrical Workers and AT&T organized up to 70 local joint training committees, called the Alliance, which provides career counselling, training for new skills, job-searching and test-taking, financial planning and relocation assistance.

Training will be expanded under terms of the UAW-GM pact by requiring the company to increase payments to a negotiated training fund. GM will boost its payments from 50 cents to $1.25 as a penalty for each overtime hour worked after overtime exceeds 5 percent of the straight-time hours. The agreement also improves training opportunities as new technology is introduced.

Pensions

The Food & Commercial Workers for the first time won pension provisions in the contract with IBP Inc. The pact calls for a jointly administered pension fund in the final year of the four-year agreement. The fund is to be financed with 4 percent of the plant's annual profit. Employees will be vested after five years on the job and will receive full credit for past service.

The UAW-Ford agreement gives retired auto workers lifetime pension benefit increases of $4.20, or 19 percent per month per year of service, while employees who work 30 years and retire, known as "30-and-out," received a 24.5 percent increase that will yield $1,500 at retirement.

Metropolitan Life Insurance Co. agreed in April to reverse pension take-aways that it secured three years earlier in bargaining with 2,000 agents represented nationwide by UFCW. During 1984 bargaining, the company stopped giving credit to the retirement plan for income earned from insurance sales. Metropolitan Life agreed to restore credit retroactive to the time it was discontinued.

Organizing Victories Deliver Contracts

Many new contracts were negotiated for workers who are first-time union members or who won strikes to regain the right to bargain collectively.

A strike that began in 1983 at Magic Chef Inc. in Cleveland, Tenn., ended four years later with a contract that guarantees 600 members of the Molders Union their return to work and early retirement with credit for the period of the dispute or a lump-sum bonus.

The Food & Commercial Workers at Delta Catfish Processors Inc. in two Mississippi plants won a major organizing victory, and in June their efforts paid off with a collective bargaining agreement. About 1,100 workers are the first in the industry to be covered by a contract. The settlement provides pay increases, establishment of wage classifications, a pension plan and two extra annual holidays including Dr. Martin Luther King's birthday and the employee's birthday.

A nine-month strike and an AFL-CIO boycott against Juvenile Shoe Co. in Aurora, Mo., ended in January with the signing of a three-year agreement covering 450 members of the Clothing & Textile Workers. "What we've done with Juvenile Shoe Co. is reverse the trend. Until now, southwest Missouri was a graveyard for unions who dared to strike," ACTWU President Jack Sheinkman said.

The pact gives all striking workers the right to their former jobs. Employees won full seniority rights, and the union, which has represented the workers since 1946, also kept union security and dues checkoff rights.

Seventy-five janitors represented by SEIU won a battle over union recognition against Mellon Bank in Pittsburgh when they ratified a contract in August that delivers approximately $750,000 in lost wages and benefits. In addition, full-time jobs with full seniority and pension rights and health insurance were restored under terms of the contract.

The bank provoked the dispute 18 months earlier when it ended its contract with one cleaning service firm and contracted with a non-union company. The new firm, Arcade Maintenance, refused to honor the union's contract, cut wages by approximately $3 an hour and gave workers part-time jobs with no health benefits or pensions.

Contract Innovations

Under a plan that protects workers' job rights through a form of buyout, members of the Newspaper Guild at the New York Daily News agreed in November on a contract that calls for a $3.5 million buyout plan in a cost-saving move for the financially troubled newspaper. Nearly 250 of the 850 editorial and commercial employees would be offered the buyouts; how much is made available depends on length of service, with a $125,000 limit for each employee.

A three-year agreement negotiated by Food & Commercial Workers in the Cleveland-Akron area encourages UFCW to organize and picket non-union food stores. The contract encourages the union to extend protection to non-union workers in stores that were once organized, which management urged as a way to halt the erosion of their market share.

Thousands of disciplinary papers were removed from employee files in an agreement between UFCW and the Colorado grocery chain, King Scoopers Inc. In exchange, the union pledged to settle all pending disciplinary grievances and arbitrations.

Employees subject to disciplinary suspensions would receive compensation for one-half of the time under suspension. Of the 7,000 employees covered by the pact, as many as 3,000 disciplinary write-ups were pulled from employee records while several hundred grievances were settled, according to the union. The large number of grievances and disciplinary cases followed a four-week strike the previous spring.

Flexible work hours were won by the Longshoremen & Warehousemen in a three-year contract with the Pacific Maritime Association. While dock workers previously had to report to work at 8 a.m., they now will be able to start between 7 a.m. and 9 a.m. and leave at the end of the eight-hour shift.

The pact between the Service Employees and the Mellon Bank in Pittsburgh included a pledge of neutrality by the company in any future organizing drive involving other employers at bank-owned office buildings.

Actors' Equity negotiated a contract designed to boost theater attendance by reducing box office ticket prices. The pact between the union and the League of American Theaters & Producers accepted the recommendations of a study of working conditions for actors at smaller Broadway theaters confronted with "undesirable locations, insufficient funds for renovations and other problems."

The contract would spur productions by requiring producers to discount ticket prices by at least 20 percent and reduce their percentage of the gross weekly box office take from 2 to 1 percent. In exchange, union members agreed to a weekly salary of $540, rather than the standard $740 minimum, with stage manager salaries also readjusted.

In summary, union members made considerable contract gains in 1987. Essential proposals for wage improvements, expanded benefits and better working conditions will always be the basis for contract negotiations, but in 1987 union bargainers sought new ways to build on past gains and best serve the interests of workers and their families.

From industry to industry, unions tackled their particular problems, with successful efforts to preserve jobs heading many bargaining agendas. Bringing order out of chaos was the task set by airline employees trying to grapple with the upheavals of deregulation; reversing inequitable distribution of pay increases was a priority for public employees, and parental leave provisions were put on the bargaining table by workers, many of whom are mothers.

Forcing employers to provide safe working conditions was a major concern to workers in meat packing plants, which have become the most dangerous places to work in the 1980s, and for office employees who are still discovering the hidden dangers of VDTs. Extending training opportunities into manufacturing plants was secured by negotiators for one building trades union, the Sheet Metal Workers.

Improving pensions for retired workers and expanding health care while trying to keep a lid on spiraling costs continue to be goals of all union negotiators.

With their 1987 contract gains, workers and their union representatives know that the task doesn't end with the ratification vote. Building and strengthening unions continues every day inside and outside the workplace.

New Books

The Problem Isn't Age: Work and Older Americans

Edited by Steven H. Sandell, Greenwood Press Inc., 88 Post Road West, Box 5007, Westport, Conn. 06881. 162 pages, $35.95.

The labor market problems of older workers are powered less by age discrimination these days than by other factors—the displacement of workers due to a faltering economy that results in lengthy spells of joblessness often extending into involuntary early retirement; poor health and disabilities that drive them from the workforce prematurely, and the difficulties encountered by women, minority group members and those whose low levels of education left them vulnerable to present or past discrimination.

That conclusion emerges from this study that examines the aging of the workforce and the population, the restructuring of the nation's industrial complex in the face of rising foreign competition as well as changing times and changing technologies, and the actions taken by a bipartisan national commission in concert with Congress to reinforce the financial integrity of the social security system.

Although the percentage of older persons in the labor force isn't expected to increase dramatically in the near future, the number of older Americans who want to continue working is on the increase, emphasizes Sandell, an economist at the National Commission for Employment Policy and currently director of its project on national employment policy and older Americans. He was formerly an assistant professor of economics at Ohio State University and a one-time Brookings Institue fellow at the Dept. of Health & Human Services.

Sandell draws on the expertise of a wide range of labor economists, gerontologists and public policy analysts associated with major universities and research institutions to examine such issues as the reduced pay of older job losers, aging and relative earnings, part-time employment of older workers, job displacement and how the federal-state Employment Service treats this problem, government employment and training programs, work alternatives for the elderly, changes in social security, and the health plan and social security costs of employing mature workers.

The ultimate solution to the employment difficulties facing the elderly, Sandell concludes, consists of improved economic conditions, better training and retraining programs and a greatly enhanced system of job-search assistance. He emphasizes that if the nation hopes to make effective use of older workers' skills and experience in the next century, the time to begin developing new retirement and employment problems is now.

Contributors to this exhaustive treatment of the job problems of older Americans include economist Joseph M. Anderson, David L. Kennell and John F. Sheils, all of ICF Inc.; economist Kalman Rupp, Edward Bryant and Michael Rhoads, WESTAT Inc.; economist Katherine P. Dickinson, James O. Gollub and Richard W. West, SRI International; Paul Andrisani, professor of industrial relations and Thomas Daymont, assistant professor of industrial relations, Temple University; Frank Brechling, professor of economics, University of Maryland; Robert L. Clark, professor of economics and business, North Carolina State University; Gary S. Fields, professor of labor economics and Olivia S. Mitchell, associate professor of labor economics, Cornell University; economist Terry R. Johnson, Battelle Memorial Institute; economists Jim Jondrow and Alan Marcus, Center for Naval Analyses; Richard Mantovani, systems management consultant, Bethesda, Md.; Carolyn Paul, Andrus Gerontology Center, University of Southern California; economist Carol Jusenius Romero, National Commission for Employment Policy; Lawrence S. Root, associate professor of social work and Laura H. Zarruch, former research associate at the Gerontology Center, University of Michigan, and David Shapiro, associate professor of economics, Pennsylvania State University.

Gene Zack

Producer price index declines for February

Continuing on a seesaw course, producer prices inched down two-tenths of 1 percent in February, partially reversing the rise of four-tenths of 1 percent recorded in the previous month.

Last month's slight dip in wholesale prices for finished goods resulted largely from lower food and energy costs, which more than offset increases for most other products.

At the same time, the price index for intermediate goods remained stable between January and February, while prices for crude goods jumped 1 percent.

February's finished goods price index was 1.7 percent higher than in the same month last year, while intermediate goods were up 4.6 percent and the producer cost of crude goods increased 5.2 percent in the 12-month period.

In other economic developments:

- U.S. industrial output, the measure of how much was produced by the nation's factories, mines and utilities, rose two-tenths of 1 percent in February, the fifth consecutive monthly increase. Revised figures for January showed industrial output up three-tenths of 1 percent for that month and 5.8 percent higher than a year ago. Gains have not matched the late 1987 increases of 1.1 percent for October and one-half of 1 percent for November and December.
- Housing starts jumped 8.9 percent in February, or a seasonally adjusted annual rate of 1.49 million units, the Commerce Dept. reported. The increase follows two months of declines—1.9 percent in January and 15.5 percent in December. Housing starts remained 17.4 percent below the February 1986 level. Housing permits, considered a good sign of future economic activity, posted an 11.5 percent increase in February for an annual rate of 1.4 million units.
- Consumer spending rose six-tenths of 1 percent in February following a decline of eight-tenths of 1 percent the previous month. The increase in retail sales resulted mainly from a spurt in automobile buying made possible by price cuts, cut-rate financing and other manufacturer and dealer incentives.
- Even with the selloff of some of the huge backlog of unsold automobiles, business inventories rose four-tenths of 1 percent in January—less than half the increases of nine-tenths of 1 percent recorded in both November and December. This pushed inventories up $3 billion in January, driving the level of unsold items on store shelves and in warehouses to a seasonally adjusted level of nearly $706 billion.

Pre-victory rally

Cincinnati rally generates support for city bus drivers—members of Transit Union Local 627. Nearly 3,000 trade unionists and community backers joined the demonstration sponsored by the Cincinnati AFL-CIO. The drivers had agreed to accept the report of a state factfinder, but the transit authority refused, provoking the 10-day strike. The 750 ATU members are back on the road with a pay raise and job security.

Flight attendants set strike action against Northwest

The Teamsters union, representing 7,500 flight attendants at Northwest Airlines, has set a strike deadline for Mar. 29 against the carrier, just before the lucrative Easter holiday period.

"Anyone who thinks they are going to fly Northwest during the Easter holidays should forget it," said Teamsters airline division director William Genoese in announcing the action.

At a news briefing with Genoese, Machinists representative Guy Cook indicated that the 20,000 mechanics and baggage handlers represented by his union at Northwest would honor Teamsters' picket lines in the event of a walkout.

The strike deadline was set after Northwest announced that it will impose new contract terms on the attendants on Apr. 1, including provisions the union called "unacceptable."

A key contract roadblock is the company's insistence on extending to eight years the time that an attendant must wait before moving from entry-level B-scale wages to the higher A-scale wages. The waiting period is now five years.

The Teamsters proposed binding arbitration as a means of settling the dispute that dates back to November 1986 following the merger of Northwest and Republic Airlines. Northwest rejected the proposal.

Real hourly wages bypassed while per capita income gains

Contrary to Reagan Administration claims, most working Americans have been shut out from gains in per capita income and living standards. That's the conclusion of a study by the Congressional Research Service which found growth in real hourly earnings lagging behind increases in per capita personal income.

After adjusting for inflation, personal income—which includes that of corporate executives, supervisors and big stockholders—rose 37 percent between 1970 and 1986, the report found. Meanwhile, real hourly wages increased 13.3 percent over the same period, reaching their highest level in 1973.

The report was prepared at the request of Sen. Jeff F. Bingaman (D-N.M.) who noted that "despite Administration claims to the contrary, key measures of the standard of living have either stagnated or fallen, not risen, since the 1970s."

In completing the survey, senior economist William A. Cox stressed that "dramatically differing statements about income growth since 1973 and even since 1981" could be supported by U.S. government data.

As an example, he contrasted the 21-percent increase in disposable personal income between 1973 and 1986 with the decline in most measures of real hourly wages and salaries, noting "real compensation per hour, including fringe benefits, has risen very slowly" during that 13-year period.

Cox pointed out that three factors—the faster growth of non-labor income including interest and transfer payments over labor income, the steady increase in per capita hours worked and differing inflation adjustments for real earnings than real disposable income—help to make sense of the seemingly contradictory data.

On the earnings side, average hourly wages—adjusted for consumer prices—of nonsupervisory workers were hit hard by inflation during 1974-1975 and 1979-1981 and have not recovered, the study found, with the 1986 average real wage rate 10 percent below its 1973 peak.

Cox attributed the poor wage rates for nonsupervisory workers to "the increasing prevalence of nonunion labor at lower rates, pay givebacks and two-tier wage systems and growing numbers of teen-age and women workers."

Another earnings measure, the total private compensation per hour, gauges employers' labor costs, including social security, pension, health and life insurance, workers' compensation payments and other benefits. That indicator increased just slightly since 1973, the congressional report noted.

On the income side, Cox questioned why the 35-percent growth in real disposable—or after-tax—income, and the 37-percent increase in total personal income per capita—before taxes and social insurance contributions—over the 1970-1986 period "greatly outdistanced real hourly wages and salaries."

The study pointed to a big jump in non-labor income—including interest and dividends, transfer payments and rental income—from 23.5 percent of total personal income in 1970 to 31.5 percent in 1983. Over the same period, labor income fell 8 percent to 68.5 percent of total personal income.

Hours worked

A second factor was the increase in per capita hours worked, the study found. Although individuals are not working longer hours, an increase in part-time employment and teenagers in the workplace resulted in an increase of 9.4 percent in payroll hours per capita between 1970-1986.

Differences between the consumer price index and the personal consumption indicator used to measure inflation also accounted for some of the variation in the real labor and real non-labor income statistics, the study noted, although the difference became slight after the CPI measure of housing costs was changed.

Labor presses opposition to trade deal with Canada

The trade union movement continued to press labor's concerns about the Free Trade Agreement between the United States and Canada at hearings held by congressional committees that will be dealing with legislation to implement the pact.

Labor's view is that trade imbalances should be dealt with in government-to-government negotiations rather than left to the marketplace, AFL-CIO Legislative Rep. William J. Cunningham told the House Subcommittee on Mining & Natural Resources.

Exchange rate differentials that are a major cause of the trade imbalance aren't dealt with in the agreement, Cunningham stressed. But the 28 percent currency exchange difference raises the price of U.S. goods by 28 percent across the northern border, and makes Canadian goods sent to the United States 28 percent cheaper.

In earlier testimony, the Clothing & Textile Workers and the Electronic Workers noted that unions on both sides of the border oppose the agreement.

ACTWU President Jack Sheinkman said the effect on the textile and apparel industry would be that "some jobs will move north and some south." But the chief impact, he suggested, will come from imports from other countries that will flow both ways across the Canadian border because customs officials will be too swamped to monitor the trade flow effectively.

IUE President William H. Bywater expressed disappointment that the agreement doesn't deal with the 1965 Auto Pact between the United States and Canada, which he said allows foreign producers to ship cars to Canada which are then exported duty-free to the United States.

IUE members who work for auto parts manufacturers have been especially hard hit, Bywater testified.

ALPA members share Pan Am age-bias award

Some 100 Air Line Pilots will share in landmark $17.2-million award, the out-of-court settlement in an age discrimination suit against Pan American World Airways. The carrier forced the pilots to retire at 60, rather than allowing them to transfer to flight engineer positions or other jobs.

Under the settlement, Pan Am agreed to allow qualified pilots to be absorbed into the airline's pool of flight engineers, even if no posts are immediately open, and to offer employment to qualified retirees wishing to return to work, the union said. Ninety-one pilots were claimants in the suit, and 16 others who retired during 1987 may also be eligible for a share of the monetary award, ALPA said.

URW pact bars closing of tire plants

A new three-year agreement between the Rubber Workers and Uniroyal Goodrich Tire Co. guarantees against plant closings at three of the firm's four operations until at least April 1991.

The accord on economic issues was reached well in advance of the Apr. 20 expiration of the current pact and was subsequently ratified by the four URW locals at Uniroyal Goodrich. The non-economic issues will be negotiated before the April expiration date, the union said.

Under the new agreement, no general wage increase will occur, but the contract will be reopened on Apr. 21, 1990, for renegotiation of economic issues. Cost-of-living adjustments will not trigger unless the inflation rate exceeds 4.5 percent. In the final two years, the normal COLA provision will apply.

The plant closing protection clause stipulates that workers at plants in Fort Wayne, Ind., and Opelika and Tuscaloosa, Ala., will be protected against such closings during the life of the contract. A special labor-management panel will be created at the Eau Claire, Wis., plant to consider extending the guarantee there also.

URW President Milan Stone said the negotiations "demonstrate that we are willing to sit down and talk with companies to ensure their continuing viability."

The union emphasized, however, that the Uniroyal Goodrich pact on economics is not to be considered an industry pattern when the union bargains with the other two major tire makers—Goodyear and Firestone.

Uniroyal Goodrich is currently restructuring following the August 1986 merger of Uniroyal and B.F. Goodrich companies, and the subsequent acquisition last December by a third party of the Goodrich shares.

Union photos show riveting machine as it was packed, left, and loaded on truck for shipment from Diamond Tool plant in Duluth to South Carolina.

City joins local's fight to retain jobs

Company sued to block transfer of bond-financed tooling

Duluth, Minn.—When $10 million in industrial revenue bonds were issued in 1982 for expansion of the Diamond Tool & Horseshoe Co., it was a major financial inducement to ensure the firm's long-term commitment of employment in this northern Minnesota community.

In the six years since, however, the workforce at Diamond Tool has been chopped in half—from nearly 700 jobs to only 320—as the firm steadily trucked vital toolmaking equipment purchased with the bond money to a plant in South Carolina.

Local Union 18650—a direct affiliate of the AFL-CIO—fought back, and after a lengthy struggle, won the support of the City of Duluth in bringing suit against Diamond Tool's parent firm, Triangle Corp. of Stamford, Conn., for violating the agreement for the revenue bonds.

The Diamond Tool suit is one of several examples where angered workers and civic leaders are rebelling against take-your-money-and-run companies that often get sweet financial deals under the guise of helping northern industrial cities fight unemployment, then use the money elsewhere.

- In Norwood, Ohio, the city brought a $318.3 million breach of contract suit against General Motors after it closed a car assembly plant.
- In Clarksburg, W.Va., the Newell Co. is facing a $614.6 million breach of contract suit filed by the state after it said it would close a glassmaking plant, eliminating nearly 1,000 jobs.
- An Auto Workers' protest forced Chrysler to abandon plans to sell off its Acustar parts-manufacturing operation.
- The Sheet Metal Workers are waging a nationwide campaign to force General Electric to reverse its plans to close its Cicero, Ill., plant and move operations to Decatur, Ala.

A state district court judge will hear arguments Mar. 30 in Duluth on a petition by First Bank-Duluth, a trustee of the revenue bonds, that Diamond Tool defaulted on the terms of the bonds because Minnesota law requires that bond-financed equipment remain in the state.

In the meantime, Judge Robert Campbell has enjoined Diamond Tool from moving any more equipment, pending the outcome of the legal action.

The suit alleges that between 1982 and last June, Diamond Tool removed $273,806 worth of equipment for making high quality finished hand tools and horseshoes and shipped it to another Triangle subsidiary in Orangeburg, S.C.—Utica Tool Co.

Production stopped

The transfers to date are estimated at between $400,000 and $500,000 in equipment and have shut down production of six different types of hand tools, as well as packing and shipping operations.

"We feel they took the city of Duluth for a ride in 1982," said union president Tom Stillman. "We hope this will save our jobs."

Diamond Tool had been a family owned business in Duluth for 79 years until Triangle purchased it in 1982, aided by the industrial revenue bonds and other financial inducements.

A study of the Triangle operation last fall by the Midwest Center for Labor Research showed that the "overall picture of Triangle's behavior . . . strongly suggests a plan to gradually shut down the Duluth plant." It noted that the firm had a history of closing other facilities.

The suit seeks the return of equipment already moved to South Carolina.

The movement of equipment began in 1982, but intensified in 1987 shortly after the union rejected concessions demanded by Triangle Corp. equivalent to $6 an hour in wages and benefits. Diamond Tool workers earn about $10.50 an hour, compared to a rate of about $7 an hour at the South Carolina plant.

House panel defeats moves to weaken minimum pay bill

Continued from Page 1

year—to $4.25, $4.65 and to the $5.05 level in 1992.

Before clearing the bill by voice vote, the committee beat back a series of Republican-sponsored amendments that would have seriously weakened the legislation.

An amendment by Rep. Steve Bartlett (R-Tex.) that would have kept the $3.35 pay level in effect as a "training wage" for the first 90 days of employment was rejected, 20-13.

The Republican-supported amendment was a variation of the subminimum youth wage that the Reagan Administration has long sought. But it would have applied to anyone taking a new job, regardless of age or experience.

The committee rejected by a decisive voice vote another GOP amendment that would have allowed employers to deduct the value of any fringe benefits they provide, such as health insurance, from their minimum wage obligation.

It also defeated amendments to enlarge the small business exemption already approved by the committee and to permit employers to offer compensatory time off as a substitute for overtime pay after 40 hours a week.

A labor-supported indexing provision that would have adjusted the minimum wage each year to stay at 50 percent of average hourly pay was dropped from the bill at the subcommittee level. But the full committee improved on the measure by adding a fourth step to the minimum wage progression. The original bill, and a companion measure awaiting Senate action, provided a three-step rise to $4.65 in 1991.

The Administration has fought any rise in the wage floor, which has been stuck at $3.35 since January 1981, the month President Reagan took office. Meanwhile, its buying power has shrunk and millions of full-time workers have been pushed below the poverty level.

Court outlaws random testing in AFGE case

A federal court ordered an immediate end to the Army's mandatory random drug testing of its civilian employees, 120,000 of whom are represented by the Government Employees.

U.S. District Judge Thomas F. Hogan issued a nationwide injunction after upholding the workers' constitutional right against unreasonable search and seizure. His ruling covered two cases filed by AFGE—one on behalf of 2,200 members of Local 1922 at Fort Stewart in Georgia and another for 355 Local 1546 members employed at Sharpe Army Depot in Lanthrop, Calif. A third case covered by the ruling had been filed by the unaffiliated National Federation of Federal Employees.

The Army appealed the decision, but Judge Hogan refused to delay its effectiveness while the appeal is pending. He modified his injunction to allow the Army to conduct pre-hire drug testing of job applicants.

AFGE President Kenneth T. Blaylock called the ruling a "gutsy move." The court "cut through all the hysteria surrounding this nation's drug abuse problems and gets right to the critical issue: does random drug testing of federal civilian employees detect job impairment in the workplace. The resounding answer is no," Blaylock said.

Vulnerable workforce

The AFGE leader said the Reagan Administration focused its war on drugs within the federal workforce "because these workers were the most accessible to the whims of the Administration and most vulnerable" to pressure from the federal government.

He continued, "It is ridiculous to believe that random drug testing of federal civilian employees is a stronger solution to the drug abuse problem than stopping the flow of drugs into the country, keeping them off the streets by beefing up law enforcement efforts, teaching our children about drug abuse . . . and helping those who want to kick the habit through rehabilitation programs." He pointed out the Administration continues to cut funding for these kinds of programs.

Relying on a November 1987 appellate court decision, Judge Hogan held that urinalysis is a "search and seizure" that the government failed to show is reasonable. He pointed out that under the Army testing program, employees "must undergo an unconstitutional search or face transfer, demotion or even dismissal.

Unconstitutional search

"No substantial harm to other parties will result from a preliminary injunction because urinalysis drug testing does not detect drug-related impairment on the job and other methods of detecting such impairment are available. Finally, the court concludes that the public interest lies in enjoining unconstitutional searches."

The judge pointed out that testing of some 5,400 employees over a six-month period only found 37 positive results, or less than one percent. He suggested the Army consider other alternatives, such as training supervisors to detect chronic drug-use and neurological testing to determine whether a worker's thinking and behavioral output are impaired.

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American Family Celebration

On May 14, unions and other groups will stage an American Family Celebration on the Mall in Washington, D.C. This page is one of a series on the six issues the celebration will address.

WORKING FOR CHANGE ★ MAY 14, 1988

ECONOMIC JUSTICE

Pay, Job Patterns Don't Fit '88 Needs

The American work scene—jobs and the people who do them—has changed dramatically in recent years. But workplace patterns haven't adapted to fit the new workforce and its new needs.

That has tremendous impact on the American family, and that's the reason for the May 14 American Family Celebration: Working for Change. The May 14 rally calls attention to those changes in the workplace and focuses on the fact that those very different families have many similar needs, in economic justice, family and medical leave, quality child care, services for the elderly, comprehensive health care and improved educational opportunities.

Gone forever is the Norman Rockwell image of the "typical" American family—a daddy who returns home from work to be greeted by momma and an average two children. Today, momma works, and for the same reason anyone ever joined the workforce—because she has to.

Today, one out of every five households is headed by a female. Women earn an average of $13,000 a year, below the government's minimum standard of living.

The number of families with two earners in the workforce has grown steadily until today a majority of American families have more than one wage earner. And to the extent the earnings, the buying power and the standard of living of that family are no better than it was in earlier times, to that extent has the value of jobs declined. For some families—including virtually all the families you see on television—the change has worked out quite well.

But for the majority, it is not so pretty a picture.

■ For all women, the paycheck yields 64 cents for each $1 earned by men. For minorities, it's worse: 56 cents for black women, and 53 cents for Hispanic women when compared to each $1 for white men.

■ The nation's growing poverty rates have hit most severely on women with children and elderly women, so that 23 percent of American children under five and 20 percent of elderly women living alone live in poverty.

■ The federal minimum wage law, the floor for all wages, hasn't been improved since 1981, and at $3.35 an hour, it has fallen $2 behind the family poverty level. For all of the 50 years since law was enacted, the minimum wage has hovered around 50 percent of the average U.S. wage. But last year it fell below 40 percent.

■ The U.S economy has produced 20 million new jobs in the past decade, but 7 out of 10 of them were in entry-level or low-wage categories. There are some new jobs as computer analysts, engineers and lawyers—but there are far, far more new cashiers, janitors and nursing aides.

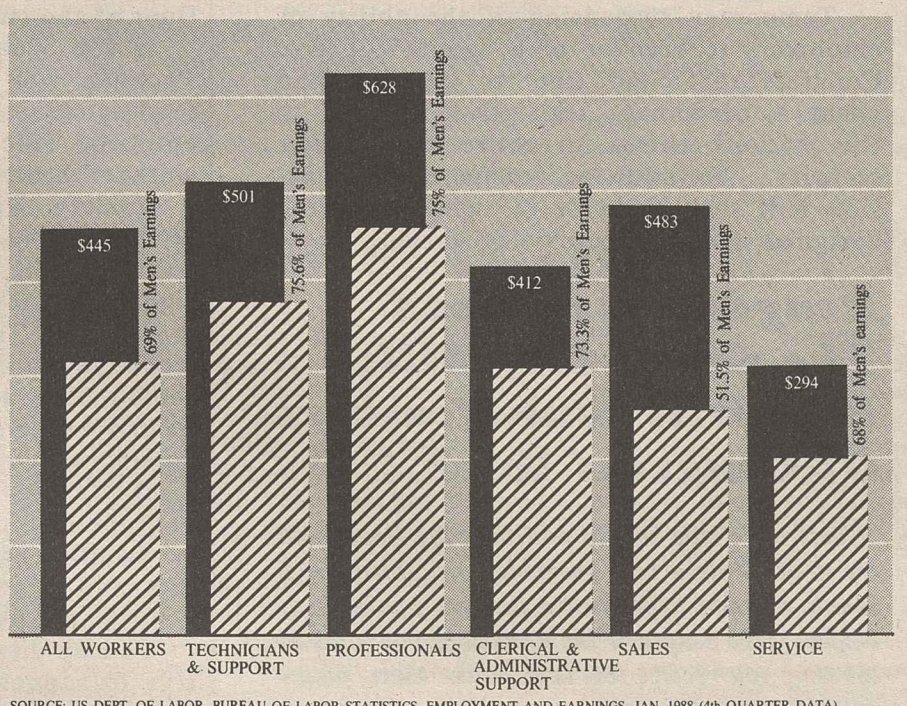
There are models for corrective action. In 1969, for example, Australian women were about as underpaid as American women, earning 63 percent of average male earnings. But Australia attacked its problem, with across-the-board programs, and today the average Australian woman's earnings are 82 percent of a man's.

The United States has some creative programs to address the shortfall in economic justice: all but four states have begun to address the problem of women's earnings, the Federal Employee Compensation Equity Act (S. 552 and H.R. 386) provides a study of federal pay practices in order to eliminate discrimination, and many employers have entered into agreements with their employees to address such problems as the gaps for women in jobs of comparable skill, effort, responsibility and working conditions.

But efforts on a national scale with a national commitment are needed—and that's what American Family Celebration May 14 seeks to achieve.

WOMEN'S EARNINGS

MEDIAN WEEKLY WAGES FOR FULL-TIME WORKERS, 1987



SOURCE: US DEPT. OF LABOR, BUREAU OF LABOR STATISTICS, EMPLOYMENT AND EARNINGS, JAN. 1988 (4th QUARTER DATA)

Family and Medical Leave

Today's families require sound private and public employer family and medical leave policies. Eighty percent of working women are in their prime child-bearing age and half of all mothers of children under the age of one are in the labor force. The United States is one of only two industrial nations without a national parental or maternity leave policy. As a result, many new parents must put their jobs at risk in order to care for new babies.

■ The United States lags behind the rest of the world in family and medical leave policies:
— In Europe, 5 to 6 months of paid leave is the norm.
— In all, 135 countries, including many developing countries, require employers to provide maternity leave.
— Even Japan, which is usually behind European standards, offers 12 to 14 weeks partially paid maternity leave with full job guarantees.

In contrast, in the United States the only federal law covering maternity leave from the job was the Pregnancy Discrimination Act of 1978, which says an employer must treat pregnancy as any other disability and provide leave, IF that company provides disability insurance to its employees.

■ Private employers have failed to meet their employees' needs for family and medical leave.
— Employer disability plans cover fewer than 40 percent of working women.
— Only half of the 1,500 largest U.S. firms protect an employee's job with unpaid leave for new mothers after disability benefits run out. Only one-third of smaller businesses provide unpaid family leave.
— Only 40 percent of small firms offer paternity leave; only 12 percent offer adoption leave; and only about 25 percent offer part-time transition to work after maternity leave.

■ Family and Medical Leave benefits families and boosts workplace productivity.
— The General Accounting Office reports there "will be little, if any, measurable cost to employers associated with replacing workers . . . on unpaid leave." A 1986 business study found that employers find family leave costs little.
— Most child care experts recommend a period of leave for new parents to nurture and establish bonds with new infants.
— Demographers forecast labor shortages through the year 2000. A family leave policy is likely to improve productivity by retaining skilled, motivated female employees.

Different Levels Try Different Solutions

Provision of family and medical leave is an essential component of a national family policy. In recent years, employers, state legislatures and the federal government have all focused attention on major initiatives in this area.

Employers

Many public employers have become models.
— The State of New Hampshire guarantees a six-month unpaid leave to new mothers. The Sacramento, California, Unified School District Provides up to two years unpaid leave to new parents.
— Many private employers have found family leave costs little with large payoffs.
— HBO, Inc. provides a period of paid disability leave to new mothers and parental leave to new fathers and adoptive parents.

State

In the absence of federal legislation, states have been leading the way on family and medical leave.
— Five states (California, Hawaii, New Jersey, New York and Rhode Island) and Puerto Rico require employers to provide some form of temporary disability insurance that includes paid maternity leave. All plans are financially solvent.
— In 1987, three states (Minnesota, Connecticut, Oregon) passed legislation providing a period of unpaid leave to new mothers and fathers.
— In 1987, an additional 13 states had passed maternity leave laws or regulations.
— In 1987, an additional 33 states were considering some form of maternity or parental leave legislation.

Federal

A consensus is developing that national legislation requiring employers to provide family and medical leave is essential for today's families. The Federal Family and Medical Leave Act (HR 925 and S 249) provides a period of unpaid parental leave to new parents with full job guarantees and continuation of health insurance benefits and medical leave for serious illness of an employee.

The bill made it through the full House committee, but only through subcommittee in the Senate during 1987.

AFL-CIO LEGISLATIVE ALERT!

The Shape Of Trade To Come

Vital, Labor-Backed Provisions Now Being Considered By House-Senate Trade Conferees

The battle for international workers' rights, trade deficit reduction, strong trade adjustment assistance and plant closing protections is continuing in Congress. These vital, labor-backed provisions in the omnibus trade bill are actively under consideration by House-Senate conferees, and unfortunately, they are still under attack.

Both of the bills which passed the House and the Senate last year contain a provision which stipulates that workers' rights violations in other countries must be considered an unfair trading practice. However the latest round of offers (from Senate Finance Committee members to House Ways and Means Committee members) disregards this provision and substitutes a vague reference in the committee report for strong statutory language.

In a March 16 letter to House conferees, AFL-CIO Legislative Director Robert McGlotten states that this offer "makes a mockery of the conference itself," since it changes virtually identical provisions already approved by the full House and the full Senate.

The Senate offer also rejects the Gephardt amendment and seeks House approval of the Senate's Super 301 provision. The AFL-CIO supports the Gephardt amendment, but finds considerable merit in the Senate provision. Conferees have been told that the AFL-CIO sees an advantage in the Gephardt provision, in that it deals directly with the U.S. trade deficit. With this month's announcement of another record-setting deficit figure ($160 billion in 1987), the urgent need for effective trade legislation should be obvious.

Conferees are also beginning to negotiate over differences between the two versions of Trade Adjustment Assistance (TAA) language. The AFL-CIO supports the adoption of TAA provisions which authorize an import fee to finance worker assistance, improve educational benefits, and extend benefits to workers who are indirectly injured by trade.

Similarly, work is beginning on a plant closing provision which was contained in the Senate-passed bill. This modest provision would require companies with more than 100 employees to give at least 60 days notice before a layoff involving at least one-third of the workforce. However, the plant closing provision, like provisions on trade deficit reduction and the strengthening of the TAA program, has drawn the adamant opposition of the Reagan Administration.

What You Can Do: Conferees are under intense pressure to weaken or remove these sections of the trade bill. All of the conferees with jurisdiction over contested provisions, as well as your own members of Congress, should be contacted and told that you support a strong and effective trade bill.

Congress should be told that you support: 1) the retention of statutory language stipulating that violations of internationally recognized workers rights are an unfair labor practice, actionable under Section 301 procedures, 2) the strongest possible language on unfair trading practices and trade deficit reduction, 3) the retention of provisions which strengthen the vital TAA program, and 4) the retention of the Senate provisions requiring advance notice for plant closings and layoffs.

Conferees with jurisdiction over workers rights, trade deficit reduction and TAA are: Senators Bensten (D-TX), Matsunaga (D-HI), Moynihan (D-NY), Baucus (D-MT), Boren (D-OK), Packwood (R-OR), Chafee (R-RI), Roth (R-DE) and Danforth (R-MO); Reps. Rostenkowski (D-IL), Gibbons (D-FL), Jenkins (D-GA), Downey (D-NY), Pease (D-OH), Russo (D-IL), Gephardt (D-MO), Guarini (D-NJ), Matsui (D-CA), Duncan (R-TN), Archer (R-TX), Vander Jagt (R-MI), Crane (R-IL) and Frenzel (R-MN).

Conferees with jurisdiction over plant closings are: Senators Kennedy (D-MA), Pell(D-RI), Metzenbaum (D-OH), Mikulski (D-MD), Adams (D-WA), Hatch (R-UT), Stafford (R-VT) and Quayle (R-IN); Reps. Hawkins (D-CA), Ford (D-MI), Gaydos (D-PA), Clay (D-MO), Martinez (D-CA), Murphy (D-PA), Owens (D-NY), Jeffords (R-VT), Roukema (R-NJ), Gunderson (R-WI) and Bartlett (R-TX).

New Bill Would Halt Pension Raids By Employers Who Abuse Assets And Endanger Worker's Security

A bill to suspend pension raiding has begun moving through Congress. H.R. 4111, the Employer Reversion Moratorium Act, was introduced by Rep. Bill Clay (D-MO) in response to a growing threat to workers' interests. A similar Senate bill is expected to be introduced in the near future.

The long-term economic security of nearly two million workers has been jeopardized by management seizure of more than $17 billion of terminated single-employer pension fund assets since 1980.

This wholesale looting is carried on by Wall Street raiders who cash out pension plans to finance corporate takeovers and by corporate managers who skim so-called "excess" assets when market values are high, leaving too thin a margin to meet pension obligations when values decline.

Since pension contributions represent the deferred wages of the workers who earned them, justice requires that workers share in any distribution of assets that exceed liabilities.

Currently, employers who terminate existing single-employer pension plans may retain all remaining assets once existing pension obligations have been covered. This practice places retirees in serious jeopardy. Even if employers establish a replacement plan, they frequently reduce past service credits and almost always rob retirees of future cost-of-living adjustments. Even worse, the so-called "excess assets" may be used to finance anti-union corporate takeovers or mergers and rarely, if ever, are these monies used to help employees.

H.R. 4111 temporarily eliminates an employer's financial incentive to terminate a pension plan for its assets. The bill stipulates that, until October 1, 1989, any pension plan assets that are not distributed to plan participants, be held in escrow.

Temporary suspension of the ability of employers to recover plan assets will give Congress sufficient time to consider and enact a permanent legislative solution to this serious threat to retirement income security. In addition, temporary suspension will stem the tide of pension raiding designed to escape future legislation.

Reagan Has Vetoed The Grove City Bill: How Will Your Members Of Congress Vote?

This week, the Senate and then the House will try to schedule a veto override vote. However, a Senate attempt to filibuster the vote has already begun. If the Senate or the House has not voted by the time you receive this issue of the **Alert**, ***please call the local offices of your senators and/or your representative (in your white pages), and urge that they vote to override the veto.***

How One Worker Makes A Difference

Choose one topic from this issue of the *Alert* which is of interest to you. A card or letter to your elected representative could spell the difference between victory or defeat in a fight to protect your rights, benefits, or your health and safety.

Minimum Wage: Urge your representative to support H.R. 1834 when it reaches the floor, and to oppose any effort to weaken the bill.

High Risk: S.79 is on the Senate floor at the time of publication.

If the Senate has not yet voted on S. 79 when you receive this *Alert*, you can send telegrams urging both of your senators to vote for this bill to protect workers' health and safety.

Eastern Resolution: Write to your representative and ask that he/she cosponsor this resolution on workers' rights and air safety.

Pension Terminations: Your representative and both of your senators should be urged to protect the economic security of workers and retirees by supporting a moratorium on employer reversions. Ask that they cosponsor H.R. 4111, or its House counterpart.

Textile Trade: Write to your senators and urge that they vote for S.549 when it reaches the floor.

Family Leave: Ask your representative to support H.R. 925, a bill to establish a minimum labor standard on leave policies.

Split court ruling undercuts strikers

Justices back government ban on food stamps in 5-3 decision

The government can ally itself with employers and use hunger as a weapon to force workers to scab, the Supreme Court ruled.

Its 5-3 decision reversed a lower court finding that a 1981 law that denied food stamps to families of strikers is unconstitutional because it "impermissibly" pressures a striker through his family and penalizes a worker who sticks with the union.

The Auto Workers and the Mine Workers had initiated the constitutional challenge and UAW President Owen Bieber called on Congress to restore fairness by repealing the anti-striker law. He termed the Supreme Court decision "a blow to working families."

The UMW said the Supreme Court's majority had turned its back on a "long and proud record of protecting the weak from the tyranny of the powerful."

Pressure to scab

The majority decision, by Justice Byron R. White, acknowledged that denial of food stamps pressures strikers "to abandon their union." But he said the government is under no obligation to make it easier for workers to stay on strike.

Justice Thurgood Marshall wrote a stinging dissent that challenged the double standard by which strikers and their families are treated more harshly than other households in comparable circumstances. He was joined by Justices William J. Brennan and Harry A. Blackmun in branding the anti-striker law a violation of the constitutional right to equal protection under the law.

Marshall rejected the Administration's contention that a worker unemployed because of a strike is not really needy because a job "remains available to him."

That's not always true, Marshall observed. Often plants are shut down during

Continued on Page 4

Fall regionals

The 1988 series of AFL-CIO regional conferences will take the form of post-Labor Day meetings in a number of major cities.

Specific dates and locations of the regional meetings are still being studied. The times and places for the sessions will be announced as the schedule becomes available.

AFL-CIO regional conferences, held annually since 1981, have brought together thousands of union members, federation officers and Executive Council members to explore vital issues affecting America's workers.

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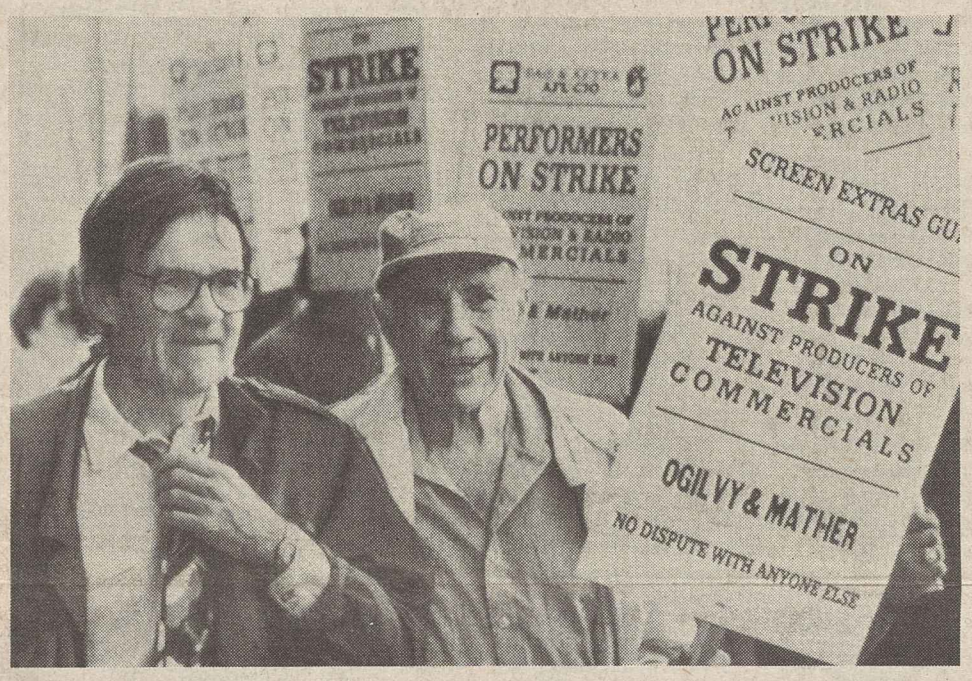

Silent treatment

Striking actors Jack Riley and John Randolph join one of several picket lines at advertising agencies in Los Angeles and four other cities. Contract negotiations covering Screen Actors, Screen Extras and Television & Radio Artists remain deadlocked over cost-of-living payments and residual fees for commercials on cable television. (Story on Page 3.)

Veto override shows Congress stands firm on protecting rights

By David L. Perlman

Congress refused to turn back the clock on a quarter-century of civil rights advances.

The 73-24 vote in the Senate and the 292-133 House rollcall to override President Reagan's veto of the Civil Rights Restoration Act sent what AFL-CIO Legislative Director Robert M. McGlotten termed "a clear message that discrimination has no place in any aspect of American life."

It was a message supported by nearly all southern Democrats—the successors to yesteryear's hard-line foes of equal opportunity, whose votes against civil rights bills split the Democratic Party along regional lines.

A substantial minority of Republicans also voted to override the veto, refusing to abandon a bipartisan consensus out of political loyalty to Reagan.

The veto was overridden despite a lobbying effort unleashed by the Moral Majority organization that was awesome in magnitude but so distant from reality that it had little impact on the vote.

The Rev. Jerry Falwell, the Moral Majority's leader, termed the vetoed bill "the greatest threat to religious freedom and traditional moral values ever passed."

By overriding Reagan's veto, Congress remedied a 1984 Supreme Court decision that would have allowed institutions that discriminated to receive federal funds if the money wasn't spent for discriminatory purposes.

While the Grove City College case the court decided had dealt with sex discrimination in higher education, the reasoning applied equally to laws dealing with discrimination based on race, age and physical handicap.

From the start, the AFL-CIO and its affiliates were part of the broad civil rights coalition that pressed for legislation to clarify the intent of Congress and prevent even indirect federal funding of discrimination.

The Administration claimed that the restoration bill "expanded" the scope of civil rights laws. But in fact it was the White House that sought to broaden exemptions from the law. One change it sought would have enlarged a partial exemption for religious organizations so that any institution could gain exemption by claiming that its discriminatory practices were based on some religious "tenets."

Easy passage

After a divisive battle over abortion language was resolved, the Senate approved the legislation on a 75-14 vote. The House passed the Senate version intact to avoid the need for a conference. It rejected a weakening Republican substitute, 266-146, and then passed the bill by a 315-98 margin.

Reagan sent Congress a loophole-riddled bill that he urged be adopted in place of the vetoed measure, giving some Republicans an excuse for sustaining the veto. But others dismissed the President's alternative as "too little and too late."

Reagan had held off his veto until the last possible day in order to give the Moral Majority time to crank up its campaign.

At one point, Capitol Hill switchboards were gridlocked by tens of thousands of phone calls to congressional offices from constituents influenced by the Moral Majority's distortion of the issues.

Falwell wrote his followers that if the veto were overridden, a church could be forced to hire a homosexual drug addict

Continued on Page 2

OSHA to resume inspections after 6 years of paper checks

By Arlee C. Green

The AFL-CIO welcomed the Occupational Safety & Health Administration's decision to drop its exemption of manufacturing workplaces from full-scale inspections if their safety logs showed a lost work-day rate below the national average.

Federation safety specialist Margaret Seminario, said the agency's action is "long overdue." In 1982, OSHA began its "records check" policy, in part, as a way to maintain its annual inspection figures while it continued to cut back on the number of inspectors nationwide.

The policy change will mean that OSHA's 1,200 inspectors will spend more time on each inspection and thus the total number performed will drop, Seminario pointed out. But, "given the fact the 2,000-plus records checks produced very little in the way of actual workplace safety, the actual annual number of walk-through inspections will increase," Seminario said.

Organized labor challenged the records check policy from the beginning, charging that it diverted inspectors from actually conducting wall-to-wall general inspections, and it encouraged employers to omit some worker injuries in their safety logs.

"It was a flawed policy from the beginning," Seminario said. "OSHA's own in-

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3/26/88

Airline inquiry exposes Lorenzo

Union witnesses told a special inquiry of a "reign of terror and intimidation" at Eastern Air Lines under Frank Lorenzo as the union-buster's plan to dismantle Eastern suffered yet another judicial bashing.

The "Stop Lorenzo" campaign by the Machinists, Air Line Pilots and Transport Workers moved into high gear, including a protest on the steps of the U.S. Capitol, cosponsored by the Communications Workers and AFL-CIO Industrial Union Dept.

But "Stop Lorenzo" action also came again from U.S. District Judge John H. Pratt in Washington.

Pratt, who last week cited Eastern for contempt of court and blocked its sale of the profitable Eastern Shuttle to another Texas Air Corp. subsidiary, threatened a $10,000-a-day fine unless Eastern withdraws all regulatory paperwork for such a sale.

The result, regardless of the outcome of appeals, is a devastating delay to Lorenzo's blueprint to siphon off money-making Eastern operations to other nonunion Texas Air components.

Deadline set

Pratt gave Eastern until Apr. 5 to comply, and ordered Lorenzo or a duly designated corporate appointee to appear in court on that date to explain exactly what steps Eastern had taken to purge itself of contempt.

The judge had found Eastern in contempt because it went ahead with the sale of its Washington-New York-Boston air shuttle despite a July 1987 injunction against such spinoffs because they unilaterally alter employees' working conditions.

In opening-day testimony before a Citizen's Commission of Inquiry into Texas Air Corp., several union leaders with first-hand knowledge of Lorenzo's tactics used terms like "corporate raider" and "absolute contempt" to describe him.

The panel, created by the three major Eastern unions because of the effect of Lorenzo's action on employees of both Eastern and Continental airlines, is headed

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Congress standing firm on civil rights advance

Continued from Page 1

with AIDS to be a teacher or youth pastor, and ministries would have to employ a quota of alcoholics and transvestites.

The vast majority of religious groups strongly supported the legislation and quickly mounted a counter-effort to override the veto. In the end, even many of the Republicans who chose to vote with the President took the floor to disassociate themselves from the outrageously false assertions of the Falwell organization.

The Senate voted first, and the rival floor managers were Edward M. Kennedy (D-Mass.) for override and Orrin G. Hatch (R-Utah) supporting Reagan's veto. Hatch had mounted a minifilibuster to prevent the Senate from voting on the override the day after the veto—to to give the Moral Majority campaign even more time to mobilize its troops.

The issue divided the two leading Republican presidential candidates, after a fashion.

Vice President Bush said he supported Reagan's veto because he was loyal to the President. Senate Majority Republican Leader Robert Dole did not show up for the vote but released a statement which seemed to indicate that he would have voted to override the veto. A subsequent "clarification" by Assistant Republican Leader Alan K. Simpson (Wyo.) left his intention uncertain.

Candidates vote

Both of the Democratic presidential contenders who serve in the Senate—Albert Gore Jr. (Tenn.) and Paul Simon (Ill.)—came back to Washington to vote to override the veto.

There were some moving moments in the hour-long House debate that preceded the override vote.

Education & Labor Committee Chairman Augustus F. Hawkins (D-Calif.), a respected patriarch of the House, shared floor manager responsibilities with Rep. Don Edwards, another California veteran of the civil rights struggle.

Judiciary Committee Chairman Peter Rodino (D-N.J.), who is retiring this year after 40 years in Congress, closed the debate. Rodino had been a moving force in the breakthrough era of civil rights legislation, and he told his colleagues that he was "deeply saddened" by the need to override Reagan's veto.

"Instead of supporting equality under the law for all Americans, regardless of their race, color, gender, age or physical condition," Rodino said, "the President has again attempted to turn the clock back on the progress that has already been made toward that goal."

Rodino received an ovation, and so did Rep. W.C. Hefner (D-N.C.), a six-term veteran who took on the Moral Majority from the vantage point of a southerner who had been a traveling gospel singer for 15 years and has "probably been inside more churches than anyone who has ever sat in this House of Representatives."

Hefner allowed that he was mighty upset when some of his good friends called him and asked how he could vote for a law that would bring churches "under the long arm of the federal government" if someone who receives a social security check makes a contribution to the church.

Crucial vote

"I do not believe I have done that," Hefner replied. "I would not do that." But neither would he support the President's veto out of fear that he would be defeated for re-election because some people had been misinformed about the bill.

"No job is worth it to me," he said softly.

Hefner said he doesn't blame the people who called him "because they are frightened." But those who have "instigated this misinformation," he considers "reprehensible."

House rollcall vote on override of Reagan veto

This is the 292-133 vote by which the House overrode President Reagan's veto of the Civil Rights Restoration Act.

Right votes (R) for override of the veto were cast by 240 Democrats and 52 Republicans. Voting wrong (W) were 123 Republicans and 10 Democrats. Numbers show congressional districts; A—absent.

ALABAMA
1. Callahan (R) W
2. Dickinson (R) W
3. Nichols (D) R
4. Bevill (D) R
5. Flippo (D) R
6. Erdreich (D) R
7. Harris (D) R

ALASKA
AL Young, D. (R) R

ARIZONA
1. Rhodes (R) W
2. Udall (D) R
3. Stump (R) W
4. Kyl (R) W
5. Kolbe (R) R

ARKANSAS
1. Alexander (D) R
2. Robinson (D) R
3. Hammerschmidt (R) W
4. Anthony (D) R

CALIFORNIA
1. Bosco (D) R
2. Herger (R) W
3. Matsui (D) R
4. Fazio (D) R
5. Pelosi (D) R
6. Boxer (D) R
7. Miller, G. (D) R
8. Dellums (D) R
9. Stark (D) R
10. Edwards, D. (D) R
11. Lantos (D) R
12. Konnyu (R) W
13. Mineta (D) R
14. Shumway (R) W
15. Coelho (D) R
16. Panetta (D) R
17. Pashayan (R) R
18. Lehman, R. (D) R
19. Lagomarsino (R) W
20. Thomas, W. (R) W
21. Gallegly (R) W
22. Moorhead (R) W
23. Beilenson (D) R
24. Waxman (D) R
25. Roybal (D) R
26. Berman (D) R
27. Levine (D) R
28. Dixon (D) R
29. Hawkins (D) R
30. Martinez (D) A
31. Dymally (D) R
32. Anderson (D) R
33. Dreier (R) W
34. Torres (D) R
35. Lewis, J. (R) W
36. Brown, G. (D) R
37. McCandless (R) W
38. Dornan (R) W
39. Dannemeyer (R) W
40. Badham (R) W
41. Lowery (R) W
42. Lungren (R) R
43. Packard (R) W
44. Bates (D) R
45. Hunter (R) W

COLORADO
1. Schroeder (D) R
2. Skaggs (D) R
3. Campbell (D) R
4. Brown, H. (R) R
5. Hefley (R) W
6. Schaefer (R) W

CONNECTICUT
1. Kennelly (D) R
2. Gejdenson (D) R
3. Morrison, B. (D) R
4. Shays (R) R
5. Rowland, J. G. (R) R
6. Johnson (R) R

DELAWARE
AL Carper (D) R

FLORIDA
1. Hutto (D) W
2. Grant (D) R
3. Bennett (D) R
4. Chappell (D) R
5. McCollum (R) W
6. MacKay (D) R
7. Gibbons (D) R
8. Young, C. (R) W
9. Bilirakis (R) W
10. Ireland (R) W
11. Nelson (D) R
12. Lewis, T. (R) W
13. Mack (R) W
14. Mica (D) R
15. Shaw (R) W
16. Smith, L. (D) R
17. Lehman, W. (D) R
18. Pepper (D) R
19. Fascell (D) R

GEORGIA
1. Thomas, L. (D) R
2. Hatcher (D) R
3. Ray (D) W
4. Swindall (R) W
5. Lewis (D) R
6. Gingrich (R) W
7. Darden (D) R
8. Rowland, J.R. (D) W
9. Jenkins (D) R
10. Barnard (D) W

HAWAII
1. Saiki (R) R
2. Akaka (D) R

IDAHO
1. Craig (R) W
2. Stallings (D) R

ILLINOIS
1. Hayes (D) R
2. Savage (D) R
3. Russo (D) W
4. Davis (R) W
5. Lipinski (D) R
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) R
9. Yates (D) R
10. Porter (R) R
11. Annunzio (D) R
12. Crane, P. (R) W
13. Fawell (R) W
14. Hastert (R) W
15. Madigan (R) A
16. Martin, L. (R) R
17. Evans, L. (D) R
18. Michel (R) W
19. Bruce (D) R
20. Durbin (D) R
21. Price (D) A
22. Gray, K. (D) A

INDIANA
1. Visclosky (D) R
2. Sharp (D) R
3. Hiler (R) W
4. Coats (R) W
5. Jontz (D) R
6. Burton, D. (R) W
7. Myers (R) W
8. McCloskey (D) R
9. Hamilton (D) R
10. Jacobs (D) R

IOWA
1. Leach (R) R
2. Tauke (R) W
3. Nagle (D) R
4. Smith, N. (D) R
5. Lightfoot (R) A
6. Grandy (R) W

KANSAS
1. Roberts (R) W
2. Slattery (D) R
3. Meyers (R) R
4. Glickman (D) R
5. Whittaker (R) W

KENTUCKY
1. Hubbard (D) W
2. Natcher (D) R
3. Mazzoli (D) R
4. Bunning (R) W
5. Rogers (R) W
6. Hopkins (R) R
7. Perkins (D) R

LOUISIANA
1. Livingston (R) W
2. Boggs (D) R
3. Tauzin (D) R
4. Vacancy
5. Huckaby (D) R
6. Baker (R) W
7. Hayes (D) R
8. Holloway (R) W

MAINE
1. Brennan (D) R
2. Snowe (R) R

MARYLAND
1. Dyson (D) R
2. Bentley (R) W
3. Cardin (D) R
4. McMillen (D) R
5. Hoyer (D) R
6. Byron (D) R
7. Mfume (D) R
8. Morella (R) R

MASSACHUSETTS
1. Conte (R) R
2. Boland (D) R
3. Early (D) R
4. Frank (D) R
5. Atkins (D) R
6. Mavroules (D) R
7. Markey (D) R
8. Kennedy (D) R
9. Moakley (D) R
10. Studds (D) R
11. Donnelly (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) W
3. Wolpe (D) R
4. Upton (R) W
5. Henry (R) W
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) W
10. Schuette (R) R
11. Davis (R) R
12. Bonior (D) R
13. Crockett (D) R
14. Hertel (D) R
15. Ford, W. (D) R
16. Dingell (D) R
17. Levin (D) R
18. Broomfield (R) W

MINNESOTA
1. Penny (D) R
2. Weber (R) W
3. Frenzel (R) R
4. Vento (D) R
5. Sabo (D) R
6. Sikorski (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Espy (D) R
3. Montgomery (D) R
4. Dowdy (D) R
5. Lott (R) W

MISSOURI
1. Clay (D) R
2. Buechner (R) W
3. Gephardt (D) A
4. Skelton (D) R
5. Wheat (D) R
6. Coleman, E. (R) W
7. Taylor (R) W
8. Emerson (R) W
9. Volkmer (D) R

MONTANA
1. Williams, P. (D) R
2. Marlenee (R) W

NEBRASKA
1. Bereuter (R) R
2. Daub (R) W
3. Smith, V. (R) W

NEVADA
1. Bilbray (D) R
2. Vucanovich (R) W

NEW HAMPSHIRE
1. Smith, R. (R) W
2. Gregg (R) W

NEW JERSEY
1. Florio (D) R
2. Hughes (D) R
3. Howard (D) R
4. Smith, C. (R) R
5. Roukema (R) R
6. Dwyer (D) R
7. Rinaldo (R) R
8. Roe (D) R
9. Torricelli (D) R
10. Rodino (D) R
11. Gallo (R) R
12. Courter (R) R
13. Saxton (R) R
14. Guarini (D) R

NEW MEXICO
1. Lujan (R) W
2. Skeen (R) W
3. Richardson (D) R

NEW YORK
1. Hochbrueckner (D) R
2. Downey (D) R
3. Mrazek (D) R
4. Lent (R) R
5. McGrath (R) R
6. Flake (D) R
7. Ackerman (D) R
8. Scheuer (D) R
9. Manton (D) R
10. Schumer (D) R
11. Towns (D) R
12. Owens (D) R
13. Solarz (D) R
14. Molinari (R) R
15. Green (R) R
16. Rangel (D) R
17. Weiss (D) R
18. Garcia (D) R
19. Biaggi (D) A
20. DioGuardi (R) R
21. Fish (R) R
22. Gilman (R) R
23. Stratton (D) R
24. Solomon (R) W
25. Boehlert (R) R
26. Martin, D. (R) R
27. Wortley (R) W
28. McHugh (D) R
29. Horton (R) R
30. Slaughter (D) R
31. Kemp (R) W
32. LaFalce (D) R
33. Nowak (D) R
34. Houghton (R) R

NORTH CAROLINA
1. Jones, W. (D) R
2. Valentine (D) R
3. Lancaster (D) R
4. Price (D) R
5. Neal (D) R
6. Coble (R) W
7. Rose (D) R
8. Hefner (D) R
9. McMillan (R) W
10. Ballenger (R) W
11. Clarke (D) R

NORTH DAKOTA
AL Dorgan (D) R

OHIO
1. Luken (D) R
2. Gradison (R) R
3. Hall, T. (D) R
4. Oxley (R) W
5. Latta (R) W
6. McEwen (R) W
7. DeWine (R) W
8. Lukens (R) W
9. Kaptur (D) R
10. Miller, C. (R) W
11. Eckart (D) R
12. Kasich (R) W
13. Pease (D) R
14. Sawyer (D) R
15. Wylie (R) W
16. Regula (R) W
17. Traficant (D) R
18. Applegate (D) R
19. Feighan (D) R
20. Oakar (D) R
21. Stokes (D) R

OKLAHOMA
1. Inhofe (R) W
2. Synar (D) R
3. Watkins (D) R
4. McCurdy (D) R
5. Edwards, M. (R) W
6. English (D) W

OREGON
1. AuCoin (D) R
2. Smith, R. (R) W
3. Wyden (D) R
4. DeFazio (D) R
5. Smith, D. (R) W

PENNSYLVANIA
1. Foglietta (D) R
2. Gray, W. (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) R
6. Yatron (D) R
7. Weldon (R) R
8. Kostmayer (D) R
9. Shuster (R) W
10. McDade (R) W
11. Kanjorski (D) R
12. Murtha (D) R
13. Coughlin (R) R
14. Coyne (D) R
15. Ritter (R) W
16. Walker (R) W
17. Gekas (R) W
18. Walgren (D) R
19. Goodling (R) R
20. Gaydos (D) R
21. Ridge (R) R
22. Murphy (D) R
23. Clinger (R) W

RHODE ISLAND
1. St Germain (D) R
2. Schneider (R) R

SOUTH CAROLINA
1. Ravenel (R) W
2. Spence (R) W
3. Derrick (D) R
4. Patterson (D) R
5. Spratt (D) R
6. Tallon (D) R

SOUTH DAKOTA
AL Johnson (D) R

TENNESSEE
1. Quillen (R) W
2. Duncan (R) R
3. Lloyd (D) R
4. Cooper (D) R
5. Clement (D) R
6. Gordon (D) R
7. Sundquist (R) W
8. Jones, E. (D) R
9. Ford, H. (D) R

TEXAS
1. Chapman (D) R
2. Wilson (D) R
3. Bartlett (R) W
4. Hall, R. (D) W
5. Bryant (D) R
6. Barton (R) W
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) R
10. Pickle (D) R
11. Leath (D) W
12. Wright (D) Speaker
13. Boulter (R) W
14. Sweeney (R) W
15. de la Garza (D) R
16. Coleman, R. (D) R
17. Stenholm (D) W
18. Leland (D) R
19. Combest (R) W
20. Gonzalez (D) R
21. Smith (R) W
22. DeLay (R) W
23. Bustamante (D) R
24. Frost (D) R
25. Andrews, M. (D) R
26. Armey (R) W
27. Ortiz (D) R

UTAH
1. Hansen, J. (R) W
2. Owens (D) R
3. Nielson (R) W

VERMONT
AL Jeffords (R) R

VIRGINIA
1. Bateman (R) W
2. Pickett (D) R
3. Bliley (R) W
4. Sisisky (D) R
5. Vacancy
6. Olin (D) R
7. Slaughter (R) W
8. Parris (R) W
9. Boucher (D) R
10. Wolf (R) W

WASHINGTON
1. Miller, J. (R) R
2. Swift (D) R
3. Bonker (D) R
4. Morrison, S. (R) R
5. Foley (D) R
6. Dicks (D) R
7. Lowry (D) R
8. Chandler (R) R

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Wise (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Gunderson (R) R
4. Kleczka (D) R
5. Moody (D) R
6. Petri (R) R
7. Obey (D) R
8. Roth (R) W
9. Sensenbrenner (R) W

WYOMING
AL Cheney (R) W

Paperworkers press talks on IP settlement

The Paperworkers and International Paper Co.'s top officials will meet Mar. 28 to attempt to resolve the year-long dispute involving 3,500 workers at four IP plants.

The talks, to be held in Louisville, Ky., will be the first voluntary, national-level discussions between the two sides. Both sides have "blocked off three weeks" for the meetings, the union said. IP has insisted that negotiations take place on a plant-by-plant basis. Last December, however, the two sides met at the request of the Federal Mediation & Conciliation Service.

Key issues in the strikes and lockout at plants in Mobile, Ala., Jay, Me., Lock Haven, Pa., and DePere, Wis., have centered on attempts by the company to eliminate Sunday premium pay and some jobs.

In announcing the talks, UPIU President Wayne E. Glenn said the two sides "have committed ourselves to work constructively together to resolve the outstanding disputes . . . and to begin developing a positive, long-term relationship dedicated to the competitiveness of the company and the welfare of the employees."

Glenn said the union will meet with a "small group of senior management officials to begin the process of resolving the issues . . . It is hoped that local union and management of the struck and locked out plants will subsequently meet on the problems of individual plants."

Campaign suspended

UPIU agreed to suspend its corporate campaign against IP during the talks. The campaign has targeted other companies that have directors who also sit on IP's board. Those companies include Bank of Boston, PNC Financial Corp., Hershey Foods Corp., Coca-Cola Co., Anheuser-Busch Co., Avon Products Inc., Warner-Lambert Co., and First Alabama Bancshares.

Further, the various local unions involved have held numerous rallies and other events to focus attention on the job dispute. On Mar. 20, some 1,200 members of the UPIU's Mobile local held a rally on the one-year anniversary of the lockout.

UPIU members at seven other IP facilities are continuing to work without a contract. Those plants are in Natchez and Moss Point, Miss., Corinth, N.Y., Pine Bluff and Camden, Ark., Jackson, Tenn., and Gardiner, Ore. Workers at two units in Camden and one in Jackson have overwhelmingly rejected company offers and workers at other plants with agreements expiring this year have vowed to resist concessions.

Paperworkers in Mobile, Ala., mark the first anniversary of their lockout with a protest rally.

TV actors strike advertisers over commercial fees

Los Angeles—Actors and announcers who make television commercials went on strike across the country after contract talks collapsed over advertisers' refusal to pay "residuals" when the ads are shown on cable television.

The Screen Actors, Television & Radio Artists and the Screen Extras have been bargaining since Jan. 11 with the American Association of Advertising Agencies and the Association of National Advertisers.

The primary issue in the strike is "the refusal of advertisers to come up with any significant compensation when commercials are used in the cable market," said AFTRA's Dick Moore.

In addition to receiving a basic scale for making a commercial, performers receive an additional payment each time the ad appears on the major television networks, Moore explained.

But agencies and advertisers are refusing to make similar payments for cable television airings.

The networks' share of television advertising revenues has dropped from 90 percent to 70 percent in recent years because of the explosive growth of the cable industry, depriving performers of a significant share in revenues, the unions said.

To prevent the strike from interfering with the presidential campaigns, the unions notified candidates of both parties that they would continue making political commercials if their agencies sign interim agreements insuring both network and cable compensation.

Wages outstripped by inflation as prices continue to edge up

The government's consumer price index edged up again in February, but still pushed up the cost of goods over the past year nearly 4 percent, while revised gross national product data provided a slightly improved picture.

In a separate report, the Bureau of Labor Statistics said real earnings were up two-tenths of 1 percent from January, but failed to dent the real wage erosion of the past 12 months as workers have been losing the battle against inflation.

Since February 1987, average weekly earnings have increased 3.1 percent, while the CPI jumped 3.8 percent during the same period. That showed the real average weekly earnings over the year dropping by seven-tenths of a percent.

Throughout the 1980s, real wages have been lagging 10 percent below a decade ago.

Other new economic reports showed:

- Orders to American factories for durable goods fell by 1.8 percent in February, shocking analysts and causing one Federal Reserve Board member to forecast first quarter economic growth at "flat to slightly down."
- Corporate profits from current production dropped 1.5 percent in the fourth quarter of 1987 to $310.2 billion, a sharp reversal from the previous quarter and the first decline since early 1986.
- The operating rate of the nation's factories, mines and utilities remained at 82.4 percent in February for the third straight month, while auto plants were working at only 77 percent of capacity, 5 percent below last October.

The BLS report on consumer prices showed the rate for all urban consumers up three-tenths of 1 percent from January and up 3.9 percent over the last year.

During the past 12 months, the cost of food rose 2.8 percent; shelter (basically rent) rose 5 percent, and medical care costs jumped 6.7 percent.

The GNP which measures the nation's output of goods and services, expanded by 4.8 percent or $44.9 billion, during the fourth quarter of 1987 in the second upward revision of such data by the Commerce Dept.

The revisions means that during all of 1987, the GNP expanded by 4 percent, but left the average annual growth at 2.9 percent, the same as 1986.

Fourth-quarter revised figures showed consumer spending down by only $16.1 billion, or 2.5 percent, well under previous estimates, and inventories up less than had been reported.

Nevertheless, most of the growth came in inventories. Non-farm inventory investments were up $39.4 billion.

Michigan governor files trade charges

Lansing, Mich.—Gov. James J. Blanchard (D) filed a formal complaint with the U.S. Trade Representative, charging the Canadian government with "unfair and illegal trade practices" that threaten jobs in the U.S. automobile industry.

Blanchard accused Canada of violating international trade agreements by offering cut-rate duties on foreign-made cars entering that country provided the firms increase the use of Canadian-built parts in assembly operations north of the border.

The governor said the arrangement would be of particular advantage to Japanese and Korean automakers which have established assembly plants in Canada in recent years. And, he added, the "illegal protectionism" exerts strong eocnomic pressure on American parts suppliers to relocate to Canada.

Senate's veto override vote

This is the 73-24 vote by which the Senate on Mar. 22 overrode President Reagan's veto of the labor-supported Civil Rights Restoration Act.

FOR LABOR'S POSITION

Democrats 52

Adams (Wash.)	Daschle (S.D.)	Inouye (Hawaii)	Nunn (Ga.)
Baucus (Mont.)	DeConcini (Ariz.)	Johnston (La.)	Pell (R.I.)
Bentsen (Tex.)	Dixon (Ill.)	Kennedy (Mass.)	Proxmire (Wis.)
Bingaman (N.M.)	Dodd (Conn.)	Kerry (Mass.)	Pryor (Ark.)
Boren (Okla.)	Exon (Neb.)	Lautenberg (N.J.)	Reid (Nev.)
Bradley (N.J.)	Ford (Ky.)	Leahy (Vt.)	Riegle (Mich.)
Breaux (La.)	Fowler (Ga.)	Levin (Mich.)	Rockefeller (W.Va.)
Bumpers (Ark.)	Glenn (Ohio)	Matsunaga (Hawaii)	Sanford (N.C.)
Burdick (N.D.)	Gore (Tenn.)	Melcher (Mont.)	Sarbanes (Md.)
Byrd (W.Va.)	Graham (Fla.)	Metzenbaum (Ohio)	Sasser (Tenn.)
Chiles (Fla.)	Harkin (Iowa)	Mikulski (Md.)	Shelby (Ala.)
Conrad (N.D.)	Heflin (Ala.)	Mitchell (Me.)	Simon (Ill.)
Cranston (Calif.)	Hollings (S.C.)	Moynihan (N.Y.)	Wirth (Colo.)

Republicans 21

Boschwitz (Minn.)	Evans (Wash.)	McCain (Ariz.)	Specter (Pa.)
Chafee (R.I.)	Hatfield (Ore.)	Murkowski (Alaska)	Stafford (Vt.)
Cohen (Me.)	Heinz (Pa.)	Packwood (Ore.)	Stevens (Alaska)
D'Amato (N.Y.)	Kassebaum (Kan.)	Roth (Del.)	Weicker (Conn.)
Domenici (N.M.)	Kasten (Wis.)	Rudman (N.H.)	Wilson (Calif.)
Durenberger (Minn.)			

AGAINST LABOR'S POSITION

Republicans 24

Armstrong (Colo.)	Grassley (Iowa)	Lugar (Ind.)	Simpson (Wyo.)
Bond (Mo.)	Hatch (Utah)	McClure (Idaho)	Symms (Idaho)
Cochran (Miss.)	Hecht (Nev.)	McConnell (Ky.)	Thurmond (S.C.)
Danforth (Mo.)	Helms (N.C.)	Nickles (Okla.)	Trible (Va.)
Garn (Utah)	Humphrey (N.H.)	Pressler (S.D.)	Wallop (Wyo.)
Gramm (Tex.)	Karnes (Neb.)	Quayle (Ind.)	Warner (Va.)

Absent: Biden (D-Del.), Dole (R-Kan.), Stennis (D-Miss.)

Filibuster tactics stall drive to pass risk notification bill

A Republican-led filibuster has snarled Senate consideration of a labor-supported bill to locate workers who have been exposed to job-related health hazards and offer medical checkups to detect diseases in their earliest and most curable stages.

The legislation is similar to a measure the House passed last October by a 225-186 vote. It would set up a Risk Assessment Board at the Dept. of Health & Human Services to identify occupational groups at high-risk and provide counseling. Most of the medical follow-up would be employer paid.

Despite support from public health groups and many of the employer trade associations that are most directly affected—including chemical, electronics, paint and coating firms—the legislation faces a veto threat. Employer groups opposed to the measure include the Chamber of Commerce and the National Association of Manufacturers.

Supporters of the measure filed a series of cloture petitions to limit debate, hoping to gradually build to the 60 votes needed. Many senators are unwilling to vote for cloture in the early phases of a filibuster. The rival floor managers are Sen. Howard M. Metzenbaum (D-Ohio), a principal sponsor of the bill, and Sen. Orrin G. Hatch (R-Utah), trying to kill it.

AFL-CIO Legislative Director Robert M. McGlotten urged senators to reject amendments that are designed to kill the measure by injecting unrelated issues and making the program unworkable.

One such amendment that was anticipated would require that the first workplace notifications for occupational diseases go to workers who could be exposed to AIDS.

As McGlotten noted, the bill would authorize a maximum of $25 million a year in federal funding and such an amendment would transform it largely into an AIDS program. He reiterated the AFL-CIO's support for separate legislation and funding to cover educational campaigns on AIDS, including guidelines for health care workers and others in jobs where special precautions may be necessary.

The many "diversionary amendments" being offered by opponents of the bill are intended to "sink" the legislation, McGlotten said.

New ILCA member

The Mine Workers become the newest members of the International Labor Communications Association as UMW President Richard Trumka presents first dues check to ILCA President Carolyn Jacobson. The ILCA represents 750 labor publications affiliated with the AFL-CIO and the Canadian Labor Congress. With them are Metropolitan Washington AFL-CIO President Joslyn Williams, second left, and ILCA Sec.-Treas. Patrick Ziska.

Postage rates to zip up 25% for many labor publications

Union publications using second-class postal permits will be slammed with rate increases reaching 25 percent.

The higher rates were approved by the U.S. Postal Service's board of governors to take effect on Apr. 3. Third-class nonprofit rates will rise about 8 percent.

On the same date, the current 22-cent first-class rate will rise to 25 cents.

Edwin M. Schmidt, director of the AFL-CIO Dept. of Reproduction, Mailings & Shipping and postal adviser to the International Labor Communications Association, advised labor publishers on certain conditions that mean "now is the time to switch to third class."

Schmidt's advice applied primarily to publications with little or no foreign distribution and little or no bulk shipments.

Schmidt said that as an example of the second-class rate increase, an eight-page, biweekly tabloid with a circulation of 20,000 would see its annual postage bill run up from about $44,300 to $55,850.

Likewise, the annual postal bill for a 16-page monthly tabloid with 50,000 circulation would go from about $54,600 to $68,400—a 25 percent rise—and for a 250,00 circulation, 24-page magazine published 10 times a year, the rate would jump from about $181,800 to $222,700—a 22.5 percent boost.

For second-class mail, the pound rate will increase from 8.5 cents to 9.2 cents, while the per piece rate will jump from 8.7 cents to 13.1 cents. However, the rate can be decreased by two-hundredths of 1 cent for each 1 percent of editorial content, resulting in a per piece savings of 2 cents for those publications that do not contain advertising.

For third-class mail, the per piece rate will go from 8.5 cents to 9 cents. Some labor publications will be able to qualify for a lower rate for third-class mail presorted by zip code as it will only take 10 copies to the same zip code to qualify, instead of 50 copies, Schmidt said.

Between 1970 and 1986, nonprofit second-class rates skyrocketed between 2,800 and 4,500 percent, Schmidt noted. The adverse impact on union funds has caused many labor publications to cutback their runs as the average cost of tabloid postage jumped from two-tenths of 1 cent per copy in 1970 to 11.1 cents in 1986.

Fire Fighters back bill on license exemptions

The Fire Fighters are supporting legislation to exempt many of the 225,000 paid and 900,000 volunteer firefighters nationwide from having to obtain commercial licenses to continue driving fire fighting vehicles weighing mor than 26,000 pounds.

Backing a bill introduced by Rep. Louise McIntosh Slaughter (D-N.Y.) to exempt firefighters from the licensing requirement, the IAFF said the Commercial Vehicle Safety Act's licensing requirements are "overly broad. Congress probably didn't intend to cover firefighters under this act."

Harold Schaitberger, IAFF director of government affairs, said the requirements for getting a commercial driver's license would duplicate the training programs many departments have in place, and some training required for a license may not apply to firefighters' duties.

Trade bill negotiations move to showdown stage

House-Senate differences still unresolved

House and Senate negotiators prepared to get down to hard bargaining over the final shape of the trade bill after an exchange of position papers within the 17 subconferences that are dealing with segments of the legislation.

Their timetable calls for shaping the final version by Mar. 31, before Congress begins its Easter week recess. The conference agreement, when put into legislative language, will then be taken to the floor of the House and Senate for a final passage vote. It will be accompanied by a conference report that will express the intent of the legislation and provide guidance for its interpretation, but will not have the force of law.

The distinction between law and conference report language is the heart of an unusual proposal by Senate conferees to drop a provision dealing with international labor standards that appears in both bills.

The AFL-CIO strongly supports the provision, and Legislative Director Robert M. McGlotten wrote House members that the Senate proposal "makes a mockery of the conference itself, since it changes virtually identical provisions already adopted by the House and Senate."

As passed by both bodies, countries that violate internationally accepted labor standards would be deemed to have engaged in "unreasonable" trade practices. The U.S. trade representative could then initiate retaliatory action, but would not have to do so.

ILO standards

The standards refer to International Labor Organization conventions prohibiting child labor, asserting the right of association and collective bargaining, and barring forced labor.

Senate conferees want to delete that provision from the bill and instead include in the conference report a statement that violations of worker rights are an example of unreasonable trade practices.

White House pressure to trim back the bill to avert a presidential veto is a factor in the negotiating process being conducted in the subconferences dealing with segments of the bill.

The Reagan Administration has blown hot and cold on the issue, at one point declaring both the House and Senate bills "unacceptable" and at other times praising the approach of the key conferees.

White House intervention caused Sen. John C. Danforth (R-Mo.) to comment that what was going on was not a conference between the House and Senate. "It's a conference between Congress and the Administration," he said.

The most controversial issues are being addressed by a panel made up of members of the House Ways & Means Committee and the Senate Finance Committee.

Still in dispute is the mechanism to bring down the budget deficit—the heart of the bill in terms of its potential impact on jobs. Both the House and Senate versions work towards that goal. The AFL-CIO "supports the Gephardt amendment" passed by the House, McGlotten said, but considers the Senate provision to have "considerable merit."

The Senate provision that was adopted by a 87-7 vote was a compromise drafted by Senators Donald W. Riegle Jr. (D-Mich.) and John C. Danforth (R-Mo.). But to stress its bipartisan support, it was cosponsored by both Majority Leader Robert W. Byrd (W. Va.) and Republican Leader Robert Dole (Kan.).

Trade negotiator's duties

It would require the U.S. trade negotiator to identify countries that set up obstacles to the entry of American goods and to estimate the dollar value of the lost trade.

Such countries would then have to increase purchases from the U.S. by that amount within three years or face retaliation up to the amount of the lost trade. The President would have leeway in determining the nature of the retaliation.

The Gephardt Amendment would require countries that have used unfair tactics to roll up a big trade surplus with the United States to reduce their total surplus—not just the amount attributed directly to unfair practices—by 10 percent a year. This could be achieved by buying more from the U.S., exporting less, or a combination of the two.

The Administration's goal is the weakest measure possible, preferably weaker than either of the two versions. Labor's goal is the strongest provision achievable.

OPIC investment tactic seen threat to U.S. jobs base

The United States should not be encouraging investments abroad that will result in a loss of U.S. jobs, the AFL-CIO testified at House hearings on the future of the Overseas Private Investment Corp.

OPIC is the government agency that insures private investment abroad. Its declared goal is to promote economic and social development in "less-developed friendly countries" while advancing the balance of payments and employment objectives of the United States.

But it hasn't worked that way, AFL-CIO Legislative Rep. William J. Cunningham told a House Foreign Affairs subcommittee. He said OPIC has provided assistance and political-risk insurance to support overseas investment in import-sensitive industries that have contributed to the loss of American jobs.

"In view of the massive U.S. merchandise trade deficits, OPIC has no business making the situation worse by supporting manufacturing enterprises in other countries," Cunningham testified.

Cunningham questioned OPIC's compliance with a 1985 amendment that limited OPIC assistance to investments in countries that observe internationally accepted worker rights, including freedom of association, the right to collective bargaining and protection against forced labor.

Violations ignored

Even now, he noted, there are reports that the United States is considering adding Hungary to the list of nations eligible for assistance through OPIC, despite Hungary's worker rights violations.

Cunningham called to the committee's attention letters AFL-CIO President Lane Kirkland sent to Sec. of State George P. Shultz and Labor Sec. Ann Dore McLaughlin opposing the addition of Hungary to the OPIC-approved list of countries.

Kirkland's letters pointed to Hungary's system of barracks-type confinement of "worker shirkers" for up to three years, amounting to a system of forced labor.

The AFL-CIO opposes reauthorization of OPIC, Cunningham testified. But "if Congress is intent upon extending the program," he said, OPIC should be barred from participating in manufacturing projects where there is most risk of harm to the U.S. economy.

Split court ruling undercuts strikers

Continued from Page 1

a strike and no work is available even to a worker driven by hunger to abandon a strike. Sometimes an employer hires permanent replacements to break a strike.

But even if it were true, he stressed, the law is fatally flawed by the double standard it uses.

Marshall noted that persons who voluntarily quit their jobs can receive food stamps after a waiting period, and the waiting period will be waived if the applicant is able to demonstrate that he quit for "good cause."

In contrast, he pointed out, a striker has no comparable opportunity to demonstrate that he left his job for good cause, even if the employer's unfair labor practices brought on the strike.

U.S. District Court Judge Louis Oberdorfer, who found the anti-striker provision unconstitutional, noted in his 1986 decision that the examples documented by the unions included denial of food stamps to families of workers who had struck against an employer's demand for pay cuts.

Joining White in the majority opinion were Chief Justice William H. Rehnquist and Justices John Paul Stevens, Sandra Day O'Connor and Antonin Scalia. The court's newest member, Justice Anthony M. Kennedy, did not participate in the case.

The two sides differed sharply over the definition of "neutrality" in labor-management disputes.

The majority decision concluded that the food stamp restriction is "rationally related to the legitimate governmental objective of avoiding undue favoritism to one side or the other in private labor disputes."

Harsh treatment

Marshall's dissent retorts that the anti-striker provision does exactly that by weighing in on the employer side. "No other purpose can adequately explain the especially harsh treatment reserved for strikers and their families," he concluded.

When the Agriculture Dept. appealed the district court finding of unconstitutionality in February 1987, the UAW and the Mine Workers made a special arrangement with the government so that their members would receive food stamps while on strike if they were otherwise eligible.

The unions posted a bond totaling $420,000 with the Agriculture Dept. while the appeal was pending. If the Supreme Court had let the finding of unconstitutionality stand, the entire amount would have been returned to the unions. Since the lower court was reversed, most of the money the unions put up will be forfeited to reimburse the government for the value of food stamps provided to strikers.

Denial of food stamps to strikers had been a political cause of the right wing for years, but Congress had regularly rejected it. Actually, only a small percentage of strikers have their assets and savings so depleted that they qualify for food stamps.

The political situation changed when the Reagan Administration came to power in 1981. Congress that year rubber-stamped Reagan's sweeping package of legislative changes. The anti-striker provision was tucked into a hastily-adopted budget reconciliation bill that was used as a shortcut procedure to rewrite dozens of laws.

ICFTU delegates address 'challenge of change'

Melbourne, Australia—Determined strategies to attract women, youth and service and white-collar workers into the trade union movement and to end the growing "pools of exploitable labor" were the focuses of the 14th World Congress of the International Confederation of Free Trade Unions.

Following a theme of "The Challenge of Change," delegates representing 87 million workers heard repeated calls to meet the daily problems faced by emerging technology and growing internationalization of the world economy.

President Lane Kirkland and Sec.-Treas. Thomas R. Donahue led a 20-member AFL-CIO delegation to the conference.

Addressing the ICFTU, Donahue emphasized that organizing workers remains the "first task" of the labor movement, and noted that the AFL-CIO has undertaken a two-year radio and television advertising and communications campaign to solicit greater public support.

"None of us in this hall enjoys great popularity in our nations because we are disturbers of the status quo, disturbers of the consciences of so many," Donahue told the delegates.

"But we don't seek popularity," he added. "We seek only understanding and we can have that only if we explain ourselves better."

On another issue, Donahue emphasized the opportunity available in the current GATT negotiations for inclusion of a social clause that would make denial of workers' rights an unfair trade union practice and "give the ICFTU an important weapon in the struggle . . . to put an end to exploitation and to unfair trade based on such exploitation."

Missing participants

Australian Prime Minister Robert J. Hawke, a former president of his nation's trade union movement, noted that several trade unionists were not allowed to leave their countries to attend the Congress, notably in Poland, and condemned the strangling of self-expression of black people of South Africa by the Botha regime.

ICFTU General Secretary John Vanderveken emphasized the need for a major campaign to attract workers in new job sectors into the trade union movement.

Priority targets for such a campaign would be women, youth, the service and white-collar sectors, and in developing countries, informal and rural sectors.

Vanderveken added that another major resolution being developed would emphasize that international work should be given priority by affiliates "as there is no longer such thing as a local dispute that is unconnected with international questions."

In an address to the delegates, Vanderveken noted that in industrialized nations, the 1980s has seen a "freeing of the market" instead of promoting growth for the good of all.

"The poor, the weak, the sick and the disadvantaged have been the main sufferers as more and more governments have experimented with putting back the clock, rather than putting it forward," he said.

Several speakers noted the dangers of a new "pool of exploitable labor" caused by a growing two-tier inequality at the workplace—one tier a core of permanently employed, highly trained and relatively well-paid employees and the other tier often made up of temporary, low-skilled workers in poorly paid jobs.

"We have to stand against such inequalities by helping unions to organize and establish collective agreements and legal protection for the most vulnerable workers," Vanderveken said.

"Brothers and sisters, any attack on trade union rights, whether through legislative meddling, through commercialized union-busting or through outright, brutal repression, is an attack on prosperity, decency and democracy," he added.

Special note was given to anti-union repression in Poland, South Africa and Chile.

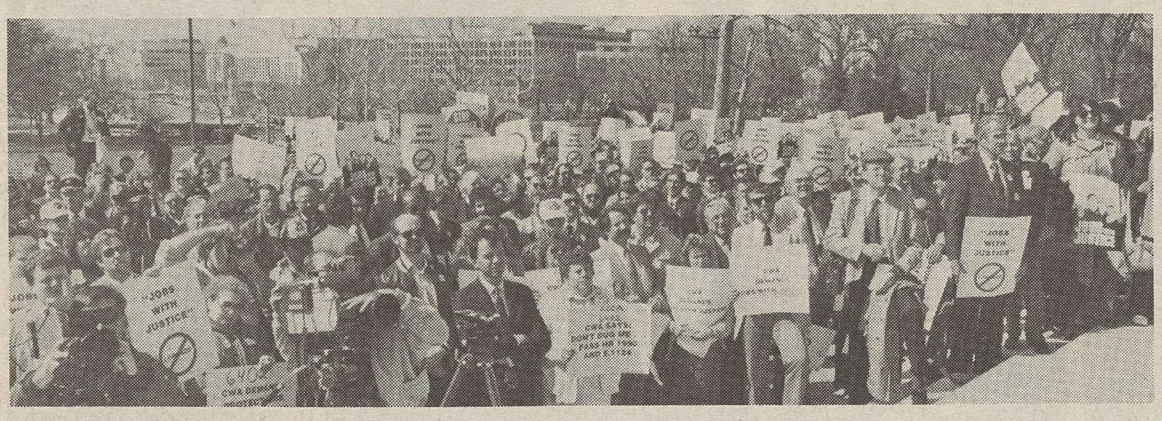
Poland's Solidarnosc leader Lech Walesa was denied permission by his country to travel to the Australia conclave, but delivered a message through a representative.

Walesa message

"Poland is beset by a severe economic, social and political crisis resulting from the collapse of the system rooted in Stalinism. We are waging a struggle for basic reforms," he said. "In this context, we are prepared to enter into a dialogue and accept an accord with the government."

"Unfortunately, in place of a dialogue, we are confronted with short-sighted egoism on the part of the regime," Walesa said. "Our good will meets a wall of rejection."

Joining Kirkland and Donahue as AFL-CIO delegates at Melbourne were Vice Presidents Albert Shanker of the Teachers; John Joyce, Bricklayers; Lynn Williams, Steelworkers; Joyce Miller, Clothing & Textile Workers; John Sweeney, Service Employees; James Hatfield, Glass, Pottery & Plastic Workers; and Robert Georgine, Building & Construction Trades.



Union members at the U.S. Capitol protest Lorenzo union-busting tactics.

Machinists President William Winpisinger addresses rally.

'Stop Lorenzo' campaign flies

Airline unions spotlight intimidation tactics

Continued from Page 1

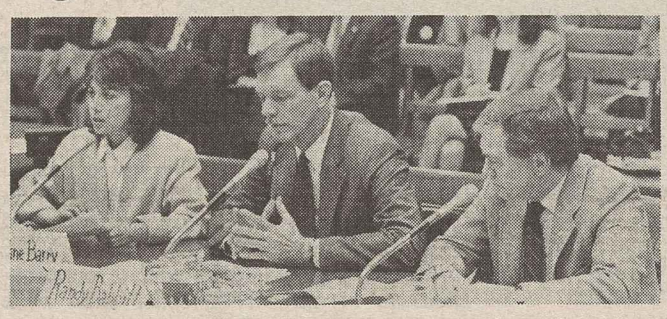
by Eleanor Holmes Norton, former chair of the Equal Employment Opportunity Commission and currently a law professor at Georgetown University.

Mary Jane Barry, president of Transport Workers Local 553 representing Eastern flight attendants, said Lorenzo "instituted a reign of terror and intimidation" after the workers rejected unfair wage cuts.

"He is only interested in making a quick profit," Barry testified. "People don't matter to Lorenzo, only his personal balance sheet."

Air Line Pilots executive director Randy Babbitt, said Eastern has been building a "war chest" to fight its employees, rather than improving the carrier, and Machinists District 100 president Charles Bryan charged that Lorenzo has engaged in "psychological warfare" by stripping Eastern of its most valuable assets.

The rally at the U.S. Capitol was aimed at expressing support for a joint resolution authored by Reps. James Howard, D-N.J. and Norman Mineta, D-Calif., calling for an investigation by the Secretary of Transportation into Texas Air and its subsidiaries.



TWU's Mary Jane Barry, ALPA's Randy Babbitt and IAM's Charles Bryan testify at citizens commission inquiry.

In another action, the Air Line Pilots asked the National Mediation Board to declare Eastern Air Lines and Continental Airlines as one and the same operation.

ALPA President Henry Duffy told the board the separate Texas Air subsidiaries are being used to "whipsaw" employees at both airlines, and the IAM filed a similar petition.

OSHA to resume full inspections

Continued from Page 1

spections show that the employer-kept records on injuries aren't to be believed," she pointed out.

Seminario noted that the policy change came just one week before Senate oversight hearings on OSHA were scheduled to begin. The policy had been attacked by labor because inspectors reviewed safety logs in the front office and often decided not to inspect the back shop. In a number of instances workers were killed or injured shortly after an OSHA records check—when a full inspection might have spotted the violations and prevented harm to workers.

She pointed out that "the change comes too late to help workers like Stefan Golab, a Chicago worker killed on the job by cyanide fumes from open vats, shortly after OSHA had made a records check, or those workers injured at the John Morrill meat processing plants." Morrill was cited for underreporting worker injuries after having been exempted from inspections based on its OSHA logs.

OSHA Administrator John A. Pendergrass said investigators will begin looking "firsthand at hazardous operations in every facility they visit," even if an check of the injury logs shows a rate below the national average.

The agency said it will begin an inspection program that calls for a thorough review of compliance with the federal hazard communication standard, a review of the employers' safety and health management programs and checks of workers' personal protective equipment.

Pendergrass said the change will provide an "extra measure of certainty" that employer logs accurately reflect the safety and health conditions in the workplace. He noted that the number of records checks has dropped from 10,157 in fiscal year 1983 to 2,163 in 1987. The agency averages 63,000 inspections of all types each year.

Overdue remedies pressed on jobless insurance inequity

With nearly two-thirds of the nation's jobless currently denied unemployment benefits, Sen. Donald W. Riegle Jr. (D-Mich.) proposed legislation making it easier for the long-term unemployed to receive extended compensation payments.

Action by the Reagan Administration and Congress in 1981 set such stringent requirements that today Alaska is the only state where workers still qualify for benefits after their basic 26 weeks of unemployment payments are exhausted, Riegle pointed out.

James Ellenberger, the AFL-CIO's unemployment insurance specialist, noted that the Riegle bill would result in drastic improvement in the treatment of the nation's long-term jobless. Last year just 1 percent of the more than 1 million long-term unemployed qualified for extended benefits under the existing program.

Labor Dept. data show that 63.5 percent of the nation's more than 7 million unemployed were without jobless benefits in February, the latest month for which statistics are available.

In the 10 states with the highest unemployment levels, the government reported, only 27 percent of the unemployed were receiving assistance from the federal-state program. Excluding Alaska, the figures ranged from a low of 16.9 percent in Mississippi to a high of 33.8 percent in Michigan.

Nearly 1.2 million of the nation's unemployed are concentrated in these 10 states, where the jobless rates run from 13.8 percent in West Virginia to 8.8 percent in New Mexico.

The Michigan senator blamed the growing crisis in unemployment assistance on the complex formula imposed by the Reagan Administration. It set state-by-state triggers linked to an arbitrary "insured unemployment rate" that obscures the full impact of unemployment.

Riegle's bill—cosponsored by Sens. Carl Levin (D-Mich.), John Heinz (R-Pa.) and Jay Rockefeller (D-W.Va.)—would allow states to ease eligibility criteria by factoring in the number of unemployed workers who already have exhausted their 26 weeks of regular benefits without finding new jobs.

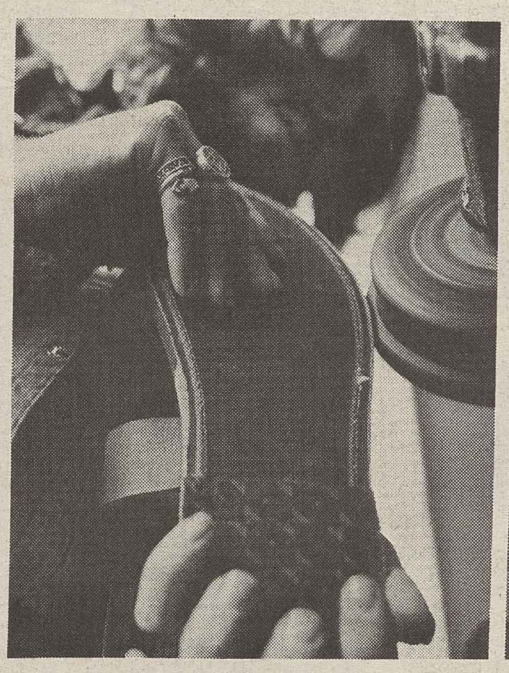
At the same time, the Michigan Democrat asked the General Accounting Office to study the effectiveness of the unemployment insurance system, focusing on the accuracy of data compiled by the Bureau of Labor Statistics and the way these figures are used to rationalize cuts in other federal and state programs.

Delegates meet in Cleveland for the union's second convention.

The Suffridge Building, named for the president emeritus of the Retail Clerks, is the UFCW's Washington headquarters.

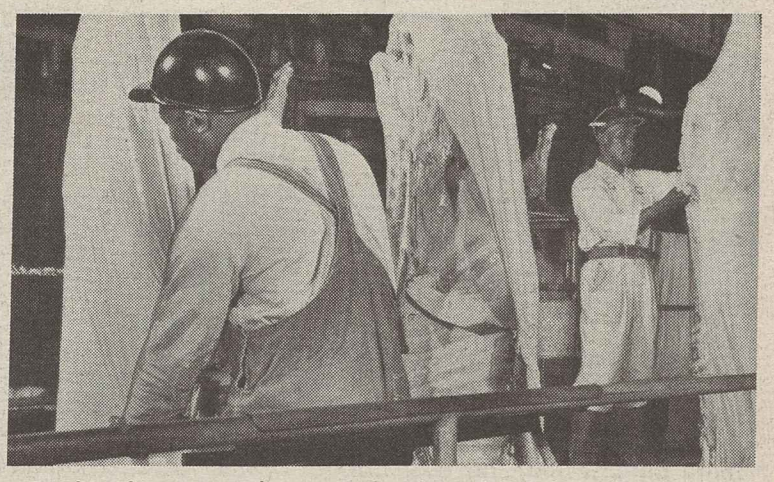
Beautician adds a finishing touch.

Inspecting meat cuts.



Shoeworker on the job.

A produce section.



Packinghouse workers send sides of beef to the cooler.

UFCW marks 100th anniversary of Retail Clerks

Union's history replete with successes as it grew to more than 1 million members

By Candice Johnson

The Food & Commercial Workers are celebrating the 100th anniversary of the Retail Clerks, one of several unions with rich histories and traditions that joined forces to form the UFCW.

In 1888, clothing store workers in Muskegon, Mich., received a charter from the American Federation of Labor as the first retail clerks union.

A union was needed: retail clerks earned just $10 a week for more than 86 hours of work. They were bound by employers' strict and often arbitrary rules, including admonitions that employees "in the habit of smoking Spanish cigars, being shaved at the barber's, going to dances and other places of amusement will surely give his employer reasons to be suspicious of his integrity and honesty."

The work day was long—from 6 a.m. to at least 9 p.m., and "after 14 hours of work in the store, the leisure hours should be spent mostly in reading," or so the store owners believed.

Charter meeting

Clerks in Cleveland had formed a benevolent organization as early as 1865, while workers in Indianapolis and New Orleans formed associations charter meeting in the early 1880s.

Two years after the Michigan workers got their AFL charter, local associations representing 300 clerks in Indianapolis, Denver, Logansport, Ind., St. Paul and Duluth, Minn., Findlay, Ohio, Peoria, Ill., Takoma, Wash., and Uniontown and Greenburg, Pa., joined them in Detroit and formed the Retail Clerks National Protective Association of America. George Eby was elected president with Mary Burke elected first vice president.

A year later at the union's convention in Indianapolis, the officers reported membership had grown to 3,000 and 30 local unions. In 1892, delegates representing 81 local unions across the country met in Cleveland.

The union's goals included shorter hours and better wages, but the Retail Clerks also pressed "to raise the standard of the female clerks," earning them "equal pay for equal work," the officers reported in 1892. Women held office in several local unions, with Catherine Schultz of Chicago dubbed "the Retail Clerks' Joan of Arc" as she led marches for "early closing," one of the union's chief goals.

Union leaders

Early leaders included E.E. Mallory of Cleveland and Max Morris of Denver who served as secretary-treasurer from 1896-1908 and who was a close friend of AFL President Samuel Gompers.

While the union saw dramatic growth in its early years—growing to 50,000 by 1904—the fortunes of the Retail Clerks paralleled the hard times hitting the country. Employers began slashing wages, and the union fought back by establishing a minimum wage scale at its 1907 convention.

By the end of World War I, membership had fallen to 15,000 and the union had fought some bitter battles. In Lafayette, Ind., women clerks earning as little as $1.50 a week endured a 17-month strike before winning a $5 minimum weekly wage. Clerks sought minimum wage levels in Buffalo and Memphis, Tenn., facing mounted police and fierce store opposition. Despite some small gains, by 1924 the Retail Clerks claimed just 10,000 members.

In the 1920s, the union was faced with new battles—employers campaigning for the "American plan" to keep wages low and eliminate unions, and the growth of corporate chain stores. The Retail Clerks saw its darkest days in the depths of the Depression, with membership falling to 5,000 and many locals unable to negotiate contracts with their employers.

But new leaders came forward—from the food chains and department stores—to set new strategies and rebuild the union.

James A. Suffridge, who was elected president of the international in 1944, had pioneered in unionizing grocery clerks in California. His efforts, and organizing campaigns among department store workers helped push the union to a membership of 60,000 in 1939.

Over the next decade, the union pressed its demands for higher wages and shorter hours through strikes in San Francisco and Oakland, Calif., and Denver, and won improvements in employer welfare contributions in Newark, N.J. Other gains were won in Baltimore, Buffalo and Detroit. In 1947, a membership vote changed the group's name to the Retail Clerks International Union.

The international also established a research department and held annual organizing conferences where participants hammered out new bargaining goals—including health and pension plans.

In 1954, the Retail Clerks—now representing 300,000 workers—moved its headquarters from Lafayette, Ind., to Washington.

Regional organizing

The union gained thousands of new members in chain-store organizing campaigns. Membership topped 400,000 by 1963, and the international established regional organizing programs to aid workers in California, Texas and other areas.

James Housewright was elected president in 1968, with Suffridge named president emeritus. In 1977, William H. Wynn became the union's eighth president.

In 1977 the 28,000-member Boot & Shoe Workers' Union joined the Retail Clerks, with President John Mara of the BSWU heading the union's footwear division.

The Boot & Shoe Workers were first chartered by the AFL in 1895, but the union could trace its roots all the way back to 1794 when footwear and leather workers—also called cordwainers—formed the Federal Society of Journeyman Cordwainers.

Meat Cutters merge

Wynn led the union as the Retail Clerks and the Meat Cutters & Butcher Workmen merged in 1979, forming the 1.2-million-member United Food & Commercial Workers.

Other predecessor unions in the modern UFCW aren't 100 yet, but they also have rich histories.

Seven Meat Cutters local unions received their charter from the AFL in 1897. Expanding the Meat Cutters ranks was a merger with the Fur & Leather Workers, ratified by the Meat Cutters' convention in 1960.

Also joining the ranks of the UFCW were the Barbers and Beauticians in 1980, the unaffiliated United Retail Workers in Chicago in 1981, and the Insurance Workers in 1983.

Stop & Shop locals win takeover protection

A new three-year agreement was won by 7,500 United Food & Commercial Workers following a one-day strike that shut down 55 Stop & Shop supermarkets in Massachusetts and Connecticut.

The settlement contains job security language to protect the workers against the proposed takeover of Stop & Shop by the New York-based corporate raider, Kohlberg Kravis Roberts & Co.

Another 10,000 workers at 58 other stores represented by three other UFCW locals in Massachusetts and Rhode Island remained in negotiations with Stop & Shop.

UFCW International Vice President Bob Petronella said the agreement contains no concessions and provides wage increases of between $90 and $100 a week over the term of the contract.

In hailing the agreement, Petronella said, "We have a strong 'successors and assigns' clause that gives us job security."

The union pressed hard to reach agreement before the Apr. 1 deadline KKR set for acceptance of its $1.2 billion takeover bid for Stop & Shop.

Petronella said the contract, retroactive to Feb. 6, includes payment for the day the workers were on the picket line.

AMERICA'S NEEDS

American Family Celebration

WORKING FOR CHANGE ★ MAY 14, 1988

On May 14, unions and other groups will stage an American Family Celebration on the Mall in Washington, D.C. This page is one of a series on the six issues the celebration will address.

JOBS, SKILLS & RETRAINING

Meeting the Challenge

At a time technological change in the workplace is eliminating some jobs, changing others and creating whole new occupations, America is cutting back on its job training and other educational programs.

For the first time in its history, America has a generation of young people who cannot reasonably expect to do as well as its parents did. No one who refuses to address that dilemma can continue to claim to be "pro-family." The nation has a large pool of unskilled workers at precisely the time unskilled jobs are disappearing.

Pinpointing the Problems

■ Nearly a fifth of the workforce lacks a high school education and an Indiana University survey estimates that the functional illiterates—defined as the inability to read and write at an eighth grade level—make up as much as 20 percent of the workforce.

■ The faulty, employer-dominated Job Training Partnership Act of 1982 (JTPA) fails trainees with a lack of income support during training and fails the nation by reaching only 5 percent of the people it's intended to serve.

■ One-half of the 10.8 million workers displaced in the early 1980s had been on the job three years or more. It's the jobs, not the worker, that is changing.

■ A Bureau of Labor Statistics survey indicates 55 percent of workers need specific training to qualify for their jobs and the need increases at higher level jobs: 85 percent needed specific training for technical jobs and 93 percent needed it for professional jobs.

■ The American worker remains the most productive on earth, but only by a little bit as nations with exerted efforts in such areas as job training gain by leaps and bounds. The Japanese worker that was about 55 percent as productive as the American worker in the 1950s, for example, is now close to 90 percent as productive.

Given that 90 percent of the workers of the next decade are already in the workforce, this nation needs to correct its shortcomings in job training and retraining.

■ Enactment of the dislocated worker provisions in the Senate version of the foreign trade bill is vitally needed, as is adequate child care.

■ Retraining, basic skill upgrading, English-as-a-second-language and a continuing assault on job discrimination are dictated by the fact the fastest growing segments of the new workforce include minorities, immigrants and older workers.

For those now working, innovative solutions to workplace needs are available in models of cooperation as labor and management see the need for learning time to be part of work time. These models are as old as joint apprenticeship programs in the construction industry and as new as the job training options in the telephone and auto industries. Programs with future promise include the high-tech classroom models and the New York City experiment with a consortium mixing a variety of occupations into upgrading opportunities.

Cutbacks in Education

The Reagan Administration found a "Nation at Risk" because of education shortcomings and proposed cutting back aid to education.

Since the beginning of his Administration, Reagan has proposed substantial reductions in the federal contribution to education. In 1987, the Administration called for a 28 percent reduction in the education budget from the previous year. Approximately 43 percent of proposed rescissions for the entire federal budget were to be taken from education.

In elementary and secondary education, the Administration has consistently proposed eliminating funds for vocational education and reducing impact aid and funds for the handicapped.

If adopted, the Administration's FY 1988 budget for higher education would have ended the role of the federal government in assuring opportunities for postsecondary education and rolled back 20 years of gains since the enactment of the Higher Education Act of 1965.

The proposals to reduce student aid by 46 percent would have resulted in more than one million students losing Pell Grants. 200,000 fewer students would have received Guaranteed Student Loans. In total, the proposals would have eliminated more than 2.7 million grants and loans to students of low and middle income families.

Our Responsibilities

Education is the cornerstone of progress—progress as individuals and progress as a nation. If our efforts to educate are reduced, America's ability to compete and function as a democratic nation will be harmed. To avoid shortchanging our children and future generations by failing to provide them with a quality education, the federal government must meet its responsibilities.

Elementary and secondary education—Continue support for special programs including bilingual education and aid to the handicapped; and expand Chapter I programs, providing educational enrichment for the disadvantaged.

Higher education—Congress should continue to fight any Administration proposals aimed at drastically cutting post-secondary education; expand opportunities for low and middle income students to attend college or return to college for training to upgrade skills; and increase access and assistance for part-time students so that adults can more easily enroll in training and retraining programs.

Vocational education—Congressional support for vocational education programs that reach 19 million students should be continued.

Literacy—Full funding of the Adult Education Act is needed to assist the millions of adult workers, including those displaced by trade, technology and plant closings, new immigrants and displaced homemakers who are in need of basic education services.

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Labor and community officials lead protest at Shell Oil Co.'s Washington headquarters.

Shell's tie to South Africa protested

Demonstrators pay homage to Sharpeville massacre victims

Union members and civil rights supporters demonstrated at the headquarters of the Shell Oil Co. to protest that company's continuing ties to apartheid and to press for stronger U.S. sanctions against the racist South African regime.

The rally marked the 28th anniversary of the Sharpeville massacre, when police gunned down 69 black South Africans demonstrating against pass law restrictions.

The 200 protestors cheered as Electronic Workers President William Bywater called for the election of a U.S. president "who has the courage to stand up to South Africa" and who will carry out the will of the people to end apartheid.

In his remarks, Mine Workers President Richard Trumka recounted the 1960 tragedy in Sharpeville, noting that the demonstrators' nonviolence "was met by the brutal violence of the South African police."

Now, 28 years later, tens of thousands of blacks have been killed, hundreds of thousands more jailed and millions of families removed from their homes, he said. Meanwhile, the government has moved to smash all peaceful opposition to apartheid, including trade unions, he added.

Trumka stressed that American trade unionists can help by forcing companies like Shell to leave South Africa, because "that oppressive regime cannot survive" without oil and gas.

"Shell has made great profits by taking advantage of the cheap wages of apartheid," he noted, adding that labor's message to Shell must be "we will not remain quiet" while black workers are exploited.

Aiding apartheid

While "Shell is greasing the wheels of oppression in South Africa" the labor movement and other supporters will continue their boycott until Shell leaves South Africa or apartheid ends, he said.

Also attending the rally were President John J. Barry of the Electrical Workers; Sec.-Treas. William Lucy, AFSCME; Sec.-Treas. Richard Cordtz, Service Employees, and AFL-CIO Civil Rights Director Richard Womack.

The week of Mar. 20-26 was declared Shell boycott committee week by Washington Mayor Marion Barry Jr. Barry also read a resolution endorsed by more than 100 city mayors calling on Royal Dutch Shell—the parent company of the Shell Oil Co.—to completely withdraw from South Africa and Namibia.

While "Shell has publicly renounced the apartheid system and has introduced a number of social programs in South Africa," these actions are negated by the company's continuing to supply petroleum products to the South African military and police," the call noted.

Other speakers included Presidents Joslyn Williams of the Washington AFL-CIO and Norman Hill of the A. Philip Randolph Institute, Vice President Willie Baker of the Food & Commercial Workers, Executive Director Randall Robinson of TransAfrica, and Nomonde Ngubo, a South African trade unionist working with the UMW.

Following the rally, the protestors picketed the oil company's headquarters, singing "We Shall Overcome."

The Shell boycott has won the support of religious, political, women's and civic organizations.

In South Africa, workers marked the tragic Sharpeville anniversary by joining in a one-day national strike, despite the government's efforts to smash all opposition.

Nationwide strike

More than a million black workers walked off their jobs—as high as 90 percent of the black workforce in major cities—in defiance of the government's ban on demonstrations. The work stoppage halted production in South Africa's automobile industry for the day.

And six Sharpeville residents won a last-minute stay of the death sentences imposed after the five men and one woman were convicted of contributing to the death of Sharpeville's deputy mayor a year earlier. Although no evidence proved that the six were involved in the victim's death, they were set to be executed the day after the stay was granted.

The reprieve came after a key prosecution witness came forward, admitting he had perjured himself during earlier testimony. The executions have been postponed for one month to allow the defense to reopen the case.

Teamsters score deregulation as peril to trucking industry

Deregulation of the trucking industry has spawned a "cutthroat business environment" that has been disastrous to a once healthy industry, Teamsters Vice President Walter Shea testified at House hearings.

He told the Subcommittee on Surface Transportation that the 1980 Motor Carrier Act, which almost totally deregulated the industry, created "an unsafe transportation system replete with bankruptcies, foreclosures and unemployment."

Shea urged Congress to reject proposals to remove the few remaining restraints on the trucking industry.

Shippers as well as carriers should be licensed, he said. Shea urged imposition of safety requirements on shippers and carriers "who force drivers to operate unsafe vehicles," and pressure them to work excessive hours and drive at unsafe speeds.

Deregulation has been touted as increasing competition, Shea noted. But what it has really meant, he testified, is "rate wars, lapsed insurance coverage, lean equipment maintenance, and overworked, underpaid drivers." He told the panel that 81 trucking firms have been forced into bankruptcy.

The IBT is conducting a follow-up survey on employees of one of the large trucking firms forced out of business, Shea said. Preliminary results, he testified, show a pattern of extended unemployment, forced early retirement at reduced benefits and little chance of finding a new job with a reputable carrier.

Despite the cost-cutting, Shea testified, the public has not shared in the claimed "savings" of deregulation. And while some transportation broker might have gained, workers and trucking firms have paid a high price.

Shea urged Congress to bar firms from trying to drive competitors out of business by charging rates below their cost of operation.

He asked the committee also to explore "the subversion of collective bargaining rights through the clever manipulation of owner-operators, leased employees and double-breasted operations."

Northwest attendants vote on pact

Tentative agreement on a new contract covering 7,500 flight attendants at Northwest Airlines was won by the Teamsters.

The union set a Mar. 29 strike deadline after talks stalled earlier on Northwest's demand that it take eight years for entry-level B-scale attendants to advance to higher A-scale wages. The waiting period is currently five years.

Details of the tentative pact were not announced pending ratification.

In a separate action involving Northwest, a three-judge appellate panel, on a split vote, reversed a lower court order and said Northwest could impose a transition contract on 2,900 mechanics from Republic Airlines who had been merged with Northwest.

Guy Cook, head of Machinists District Lodge 143, said the panel's decision would be appealed to the full 10-member Eighth U.S. Circuit Court of Appeals. He said if that court refuses to hear the appeal, the union would go to the Supreme Court.

Crew waiver on reflagged ships fought

Maritime unions are stepping up their fight against the Reagan Administration's waiver of U.S. crew requirements on 11 Kuwaiti tankers flying the American flag.

The unions have raised a constitutional issue and are challenging a 1950 statute that the Administration and Defense Sec. Frank Carlucci used to justify the waiver request.

The 1950 law, adopted during the Korean war, allows Congress to override the Administration's waiver action if both houses agree, the unions said. The unions are challenging the 1950 statute on constitutional grounds related to the joint veto.

The unions also pointed out that the Defense Dept.'s decision to allow the use of foreign crews can by reviewed by the courts.

The legal challenge has been brought by the Marine Engineers, National Maritime Union, Masters, Mates & Pilots, Sailors Union of the Pacific, and Marine Firemen & Oilers.

Earlier, the maritime unions had filed suit in federal court claiming that the Administration had no authority to contradict the manning requirements enacted by Congress under the 1987 reflagging law.

In a "friend of the court" brief, 13 members of Congress agreed, noting that the crew requirement provisions were duly considered before the Administration's position was rejected by Congress.

Arguments rejected

"The Secretary's waiver request presents arguments already rejected by Congress" and contains an "unsupported assertion that the use of American crews would 'tend to undermine' the reflagging arrangement" with no bearing on the national defense issue, the brief noted.

Instead, Congress concluded that "the presence of American crew is especially vital in the Persian Gulf, where the U.S. is serving as escort," the brief added.

As a result of the waiver, the reflagged tankers are now manned by foreign seamen, with only captains having U.S. citizenship. The reflagging statute requires all officers and 75 percent of the crew on a U.S.-flag ship to be U.S. citizens.

Auto Workers ratify first Mazda contract

Flat Rock, Mich.—Auto Workers at Mazda's U.S. plant here overwhelmingly ratified their first contract, a three-year agreement that gains wage parity with Ford workers in 1991.

The contract, covering more than 2,000 manufacturing and maintenance employees, also provides a $750 signing bonus; three performance bonus payments during the contract term estimated at $2,500 for the typical worker; and full cost-of-living protection equal to those at the Big Three auto firms.

Mazda workers voted to join the Auto Workers last September, making Mazda the second Japanese-managed U.S. auto plant to be represented by the union.

For a living wage

Seattle—Failure of the Washington legislature to raise the state's minimum wage from its current $2.30 an hour prompted a coalition of labor, community and religious groups to begin collecting the 160,000 signatures needed to get a minimum wage initiative on the November ballot.

The Coalition for a Living Wage, which includes the Washington State AFL-CIO, noted state legislators made no changes even after being called back into a special session by Gov. Booth Gardner (D) to deal with the issue.

The proposal would raise the wage floor to $3.85 an hour next Jan. 1 and to $4.25 a year later if adopted by voters. Some 100,000 workers in the state earn below the federal minimum wage of $3.35 an hour and 47,000 at paid at the state hourly minimum of $2.30.

The coalition aims to collect more than 200,000 signatures by July 8 in order to be sure of getting the 161,000 needed to put the measure on the ballot.

Karen Keiser of the state federation said the initiative would cover farm workers, while exempting those who worked only 13 weeks or less the previous year, such as high school students employed as berry pickers.

AFL-CIO news

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APRIL 2, 1988

AFL-CIO LEGISLATIVE ALERT!

PAGE 8

Homework ban in jeopardy

Sweatshop conditions seen returning to 5 industries

The Reagan Administration is fostering a return to "sweatshop conditions for American workers and a rebirth of the industrial dark ages," unions charged after the Labor Dept. proposed legalizing homework in five industries.

Officials of the Ladies' Garment Workers, Clothing & Textile Workers and Service Employees immediately called for a congressional investigation of enforcement of fair labor standards and threatened legal action, if necessary, to block implementation of the new regulations.

For the third time since 1981, the Labor Dept. proposed rescinding the 46-year-old industrial homework ban

This time it is aimed at five industries—gloves and mittens, button and buckle manufacturing, handkerchief manufacturing, embroideries and jewelry manufacturing.

Final action is not expected before mid-year.

A sixth industry, women's apparel, is still being studied for possible inclusion.

ILGWU President Jay Mazur sharply assailed the move as a means of worker exploitation and an effort to nullify the minimum wage.

Grim outlook

"Moving to overturn the 46-year-old ban on homework puts the Reagan Administration squarely on the side of a resurgence of sweatshop conditions for American workers and a rebirth of the industrial dark ages," Mazur said.

He warned that "the most vulnerable workers in American society" will be forced to accept pay below the minimum wage, work unusual or long hours, and forgo basic health and safety precautions. It would also bring a return to child labor, Mazur said.

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East Los Angeles mother of five does homework sewing collars on shirts. An illegal alien from Mexico, she receives 15 cents per collar and on a "very good day" can do 75 collars. That comes to $11.25 for a day's work, far below the federal minimum wage.

Maine congressional delegation testifies on how failure of labor law is causing severe economic hardships. From left, Democrats Rep. Joseph E. Brennan and Sen. George J. Mitchell, and Republican Rep. Olympia Snowe.

Heavy human toll documented in wide use of strikebreakers

Workers who are the victims of the loopholes and failings of federal labor law testified before the House subcommittee on labor-management relations, urging legislators to see their problems and frustrations "on a human level."

The hearing—the second in a series of House oversight reviews of the National Labor Relations Act—examined the growing trend among employers of hiring permanent strikebreakers.

Workers from Maine to Louisiana to Montana told their stories in firm, proud voices, even when they could not explain why profitable companies first schemed to cut their wages and force a strike, and then gave away their jobs.

They were joined in testimony from the Maine congressional delegation.

Witness Betty Hubbard was a member of Food & Commercial Workers Local 7R in Greeley, Colo. Wages at her shop weren't much to begin with, she told the subcommittee, with many workers eligible for public assistance and subsidized housing.

But her employer's insistence on further cutting union members' wages and benefits—while nonunion workers received a 3 percent increase and profit-sharing payments—provoked a strike, she said.

As the mostly women workers walked the picket lines, scabs took their jobs.

Subcommittee Chairman William L. Clay (D-Mo.) expressed his concern that the forced strike "is being used as a tool by employers to terminate bargaining relationships."

Stories on **Page 2** highlight testimony by the two panels of union witnesses.

Trade bill conferees act on plant closings

House-Senate conferees—working on legislation to reduce the nation's job-gutting foreign trade deficit—gave preliminary approval to a modest plant closing notification provision as three years of work neared final form just before the Easter recess.

Despite the accord in Congress, President Reagan continued his harsh rhetoric, threatening to veto any one of a list of labor-backed provisions in the bill.

"The same administration that refused to accept that action on trade was necessary, now seeks to dictate the terms of trade legislation," the AFL-CIO said.

Throughout the Reagan years, the nation has been socked by ever worsening trade shortfalls. Last year, the deficit hit a record $171 billion as more than $424 billion in imports swamped U.S. markets.

The legislation wraps up years of labor effort to have the final document include the plant closing notification requirements, cut the U.S. trade deficit, and to penalize countries that deny basic worker rights and permit child labor or grossly substandard working conditions.

Rep. Richard Gephardt (D-Mo.) returned to the conference after pulling out of the presidential campaign, and challenged Senate conferees to come up with a better alternative than his amendment that would require action against nations that gain huge trade surpluses through unfair trade tactics.

Real signal

Gephardt said, however, that any alternative must be "constructive, provide real change in our trade policies, and send a real signal around the world."

To those who linked the fate of Gephardt's campaign with his amendment to deal with the trade deficit, the AFL-CIO responded: "The trade issue is not the exclusive domain of any one candidate."

While labor has consistently supported the Gephardt amendment, the AFL-CIO has

Continued on Page 5

Teamsters picked to organize Coors

The Teamsters got the go-ahead to organize the more than 3,000 workers at the Adolph Coors Co. brewery in Golden, Colo., under the AFL-CIO's organizing responsibilities procedures program, Federation President Lane Kirkland announced.

The decision by impartial umpire Murray H. Finley selected the Teamsters in a case between the IBT and the Machinists, who were chosen as the sole AFL-CIO union to undertake a Coors organizing drive at the Golden plant before the Teamsters reaffiliated with the federation. But the ruling does not affect the organizing programs both unions are conducting at a Coors distribution and packaging plant under construction in Elkton, Va.

Finley, former president of the Clothing & Textile Workers, noted that the IBT had begun its organizing campaign at the Golden plant prior to the IAM effort and stressed that competition between the two would make it "all but impossible for either one to succeed." He also pointed to a successful IBT organizing drive and first contract negotiated with a new Anheuser-Busch brewery in nearby Ft. Collins as a plus in their Coors organizing drive.

Health hazard notification dumped

Senate can't muster vote to cut off Republican filibuster

By Candice Johnson

A Republican-led filibuster blocked Senate action on a bill that would alert workers to toxic substances they encounter on jobs that raise the risk of serious illness and early death.

The measure was backed by a broad coalition of labor, public health and environmental groups, as well as major corporations and trade associations. But bipartisan support for the bill—which would have established an independent board to notify workers of occupational disease hazards and expanded research and medical monitoring—could not overcome a week-long filibuster led by Sen. Orrin Hatch (R-Utah.)

Sen. Howard Metzenbaum (D-Ohio), the bill's chief sponsor, withdrew the measure after a fourth attempt to cut off the debate failed by a 52-42 vote. Voting with Hatch was a block of southern Democrats.

Loss for workers

AFL-CIO health and safety specialist Margaret Seminario called the Senate's default a "tragedy" for workers exposed to toxic substances, and scored the Reagan Administration, U.S. Chamber of Commerce and National Association of Manufacturers "who distorted the bill's content in order to stop it."

Workers need to know about exposure and contact to dangerous substances "because it's their health at stake," she said, noting that a wide range of employer representatives supported the measure.

Opponents of the measure insisted that workers already are protected from high risk and toxic workplace exposures by the Occupational Safety & Health Administration's seriouly weakened "right to know" standard and other government programs.

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4/2/88

Witnesses describe erosion of worker rights

By Magda Lynn Seymour

When scabs walk into a unionized plant, union jobs literally walk out the door, workers testified at House hearings.

They described how federal labor law fails to protect their rights and the blatant use of strikebreakers and lockouts across several industries and states. The stories described the devastation brought by management's freedom to lock out and replace union members—often before contracts expire, during negotiations and while union members are still on the job.

Betty Hubbard, chief union steward of Food & Commercial Workers Local 7R, has been on strike against Monfort Portion Foods of Greely, Colo., since last November. She is a widow with seven children and testified that of the 80 percent female workforce 18 percent needed public assistance because of meager wages.

"Forbes Magazine in 1987 said that Monfort was the most profitable meat packer in the United States. Yet at Portion Foods, we have not had a wage increase for seven years," Hubbard said.

She noted that the company demanded a wage freeze in 1981 and in 1984 the wage freeze continued with additional penalties for union members, including elimination of employer-paid vision and dental benefits and sick pay. At the opening of contract talks, Monfort gave $1 million to the city of Greely to build an art center in an obvious public relations stunt. Yet it still insisted on the continued wage freeze.

"We engaged in our right to strike and picketed in the middle of the fierce Colorado winter because we felt so strongly," Hubbard said. "But with the law as it now stands with employers having the right to permanently replace economic strikers, the employer has little if any incentive to offer a reasonable economic settlement."

Three worker testifiers, all victims of lockouts, told of the tragic legacy of the Reagan Administration's labor policy in somber human terms. Bodie Southall of Oil, Chemical & Atomic Workers Local 4-620 has been locked out since June 1984. The BASF A.G. Corp. plant in Geismar, La., wanted a "union-free" environment, he pointed out, although 369 of 370 workers at BASF are by choice union members in this right-to-work state.

Door slammed shut

Southall said BASF workers were locked out two hours before the contract deadline, even after they had elected not to strike. After three years of compromises and tougher company demands, Southall said "the company had slammed all of the doors to a possible settlement."

Southall said the hundreds of affected families have been "skinned alive by a callous employer and a system that has turned its back" on their plight.

"Louisiana has one of the highest unemployment rate in the nation. Only a handful of us have found decent jobs. Over 50 families have lost homes. Quite a few marriages have broken up and two of our members have taken their lives," Southall explained. Noting that he made a conscious decision to work in the chemical industry—guessing it may take 10 years off of his life—Southall said: "I decided to risk it, figuring that the extra pay would provide dividends later in life. Now, 25 years later, it's payback time and I've got nothing to show for it."

Terry Groves of Olney, Ill., also called for Congress to look at labor law in human terms. A member of Laborers Local 504, Groves has watched his take-home pay shrink, as he hasn't gotten a wage raise in six years. Groves said he hasn't had health insurance for himself and his family for two years, while Roadmaster Corp., a bicycle manufacturer, has used both foreign and domestic competition to "starve us into submission."

"The company has shown a profit every year, although wages have been cut for the past three years," Groves said. "Friday, the bank foreclosed on my house and yesterday my family was evicted."

He testified that Roadmaster subcontracts work to sweatshops in Taiwan. The company then imports the bikes to the Olney plant where workers give the bikes a coat of paint and put them into boxes labeled "Made in Olney, Ill., by union labor." He said a strike right now would be "suicide" for the remaining workers and pointed out that the recent Supreme Court ruling allowing states to deny strikers food stamp assistance puts the union in an even tougher spot.

Harry Bruesch is one of 93 employees locked out by CDS Midwest of Bedford Park, Ill. He and other members of Teamsters Local 714 felt their years of service and loyalty to the company were being used against them. The company declared that they were "old, uneducated and unskilled."

Scabs at work

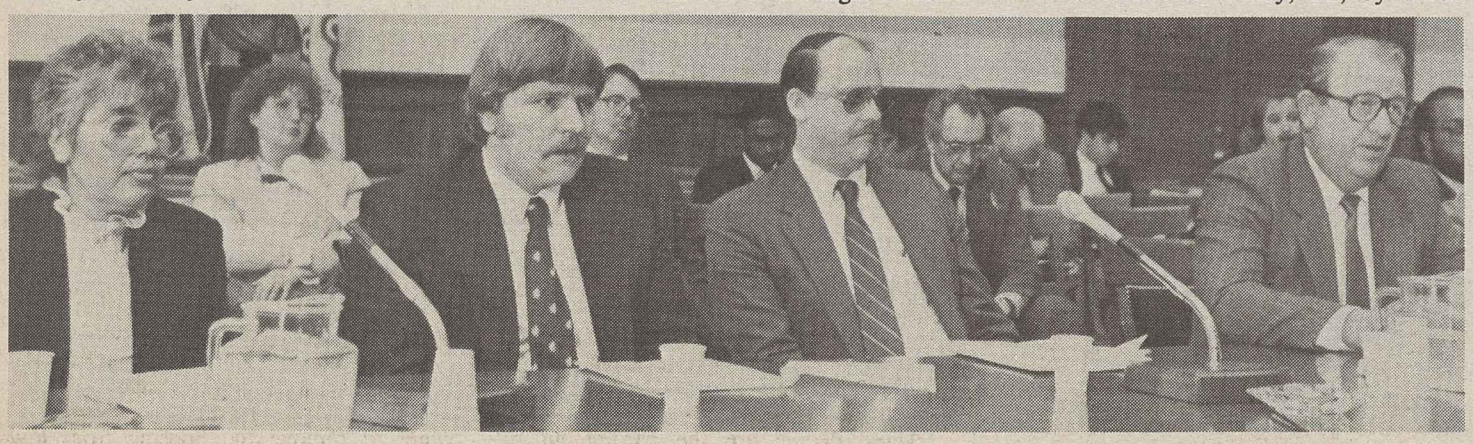
Although their contract at the parts distribution center owned by Clark Equipment Co. did not expire until last Sept. 18, replacement scabs were already on the job five days earlier, Bruesch testified. Ads began appearing also in local newspapers for employment in unit jobs at $6 an hour less than the existing contract rate.

"From Oct. 12 until this day, only the replacement employees, hired at lower wages and without fringe benefits, are doing our jobs," Bruesch said. "Today, nearly six months after we were locked out and replaced, I and most of my coworkers are still unemployed, with unemployment compensation about to run out."

Bruesch stressed that the labor laws, intended to promote collective bargaining and make it unlawful for an employer to bargain in bad faith, are being abused.

"Armed with the right to lock out and replace its workforce, our employer persisted in outlandish contract demands, which obviously were intended to be rejected by employees," Bruesch noted. Although the union continued to make concessions, insisting that an agreement could be reached and never threatening a strike, "replacements were hired to work even before our contract expired." Three weeks after it expired, he said, "we were locked out."

The message echoed in the halls of the House chamber: no law should give employers free rein to destroy workers' livelihoods, dismember communities and unilaterally break unions while the government stands idly by.



Union witnesses answer questions from subcommittee. From left are Betty Hubbard of the UFCW, Terry Groves of the Laborers, Harry Bruesch of the Teamsters and Bodie Southall of the OCAW.

Risk notification measure killed by GOP filibuster

Continued from Page 1

Small businesses tried to paint the measure as costly and impractical and claimed that it would result in a flood of workers' compensation claims and lawsuits from workers harmed by toxic substances. Other opponents of the bill—including the U.S. Chamber of Commerce—also claimed that workers might be "scared" by notices that they have a chance of contracting a hard-to-cure disease.

But Seminario pointed out that millions of workers who are now exposed to toxic chemicals and hazards fall through the cracks of existing OSHA standards. The right-to-know standard only warns workers of existing workplace chemicals and does not provide for any medical surveillance of workers who may have been exposed long ago, she added.

The Centers for Disease Control estimates that over the past 20 years, more than 19 million people have been exposed to toxic substances on the jobs, increasing their risk of contracting cancer, respiratory disease and other serious health problems.

And the National Institute for Occupational Safety & Health noted that one in every four Americans has been exposed to cancer-causing or other hazardous substances on the job.

But the Chamber of Commerce dismissed those findings, painting the notification bill as "a lie to workers" that "falsely promised protection from occupational diseases."

The High-Risk Occupational Disease Notification & Prevention Act would have established a seven-member board of physicians and scientists—under the review of the Dept. of Health & Human Services—to identify and notify workers at risk of contracting an occupational disease. Workers at risk could take advantage of medical monitoring with the costs to be borne by employers—and with costs capped for small firms at $250 per employee.

Strikebreakers tilt economic balance

A growing number of workers and their communities are becoming victims of employer-engineered strikes and lockouts, witnessess told the House subcommittee on labor-management relations.

The subcommittee—chaired by Rep. William L. Clay (D-Mo.)—is holding oversight hearings on the National Labor Relations Act, with workers testifying on the problems they face in seeking to join a union, win a first contract or walk a picket line.

The bipartisan Maine delegation cited the bitter dispute at the International Paper Co. mill in Jay and earlier strikes and lockouts at other plants in the state as evidence that the nation's labor laws—especially provisions permitting companies to hire permanent strikebreakers—must be reviewed.

All the lawmakers stressed that they did not wish to intervene in local collective bargaining issues but pointed out that the economic balance of power between labor and management seemed to have shifted, with companies much more likely to hire permanent strikebreakers than continue negotiations to reach a fair settlement.

Democratic Sen. George Mitchell pointed out that IP advertised for replacement workers before the strike by Paperworkers Local 14 actually began. "The hiring of permanent replacements, especially so soon after the strike began, quickly eclipsed the original issues in dispute" and divided the town of Jay, he said.

Court review

The hiring of permanent strikebreakers was first upheld by the Supreme Court in 1938, Mitchell said, but the court has modified that decision somewhat, ruling that permanent replacement workers cannot be hired if a strike occurs because of an employer unfair labor practice. Some states have limited or regulated the hiring of strikebreakers, but these provisions are seldom enforced, he added.

Recently, there have been several instances in the state where workers have been permanently replaced by strikebreakers, Mitchell said, including 342 workers who struck the Boise Cascade paper mill in Rumford.

Republican Rep. Olympia Snowe said the practice of bringing in permanent strikebreakers at the beginning of a labor dispute has escalated in Maine over the past ten years. She suggested that struck companies use other approaches and continue negotiations rather than permanently displacing striking workers.

Rep. Joseph Brennan (D) warned that the collective bargaining process is being "undermined and threatened by the virtually immediate use of permanent replacement workers." The strikebreaker approach removes any management incentive to continue to negotiate, he pointed out, and gives unscrupulous companies a means of getting rid of unions altogether—by radically slashing wages, forcing a strike, and then hiring permanent replacements who will vote against union representation.

Michael Burke of UPIU Local 14, which has been on strike against IP for nine months, recounted the paper company's demands for a wage cut and other concessions—despite record sales and profits in 1986 and 1987—that led to the strike.

Intimidation tactic

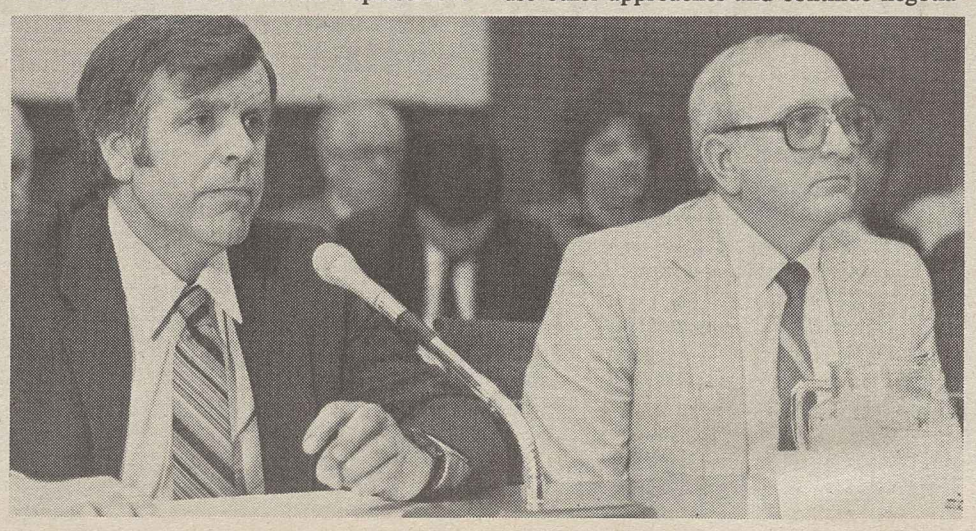
Ten days before the contract expired, IP advertised for full time, permanent and temporary workers, taking applications at the mill to intimidate the workers while union members were still working and negotiations were continuing, Burke said.

Burke called the effects of the dispute on local businesses and the community "devastating," and pointed out that nearly a third of the hired strikebreakers are not Maine residents.

But Ken Tritz, president of UPIU Local 885 in Missoula, Mont., had a different story to tell. Negotiations between the union and Stone Container Corp. were stymied by management's insistence on pay and benefit cuts, despite the "dramatic record earnings" it boasted of to stockholders, Tritz said.

But realizing that a strike would be fruitless and watching the company replace 130 striking Operating Engineers at another facility, the UPIU local voted to continue working, Tritz said.

The still profitable company has since cut premium rates, vacation pay and holidays, and health insurance, Tritz said, "taking thousands of dollars from its workers" and throwing out the grievance process.



Paperworkers Michael Burke, left, and Ken Tritz testify.

Grain industry assault on safety rule rebuffed

Appeals court dumps 'frivolous' case

By Arlee C. Green

A grain industry attempt to block implementation of the federal grain standard limiting dangerous dust accumulation in processing mills was denied by the 5th Circuit U.S. Court of Appeals in New Orleans.

Meanwhile, a union challenge to the Occupational Safety & Health Administration's grain dust standard will be heard in the same court. That case requests a court review of the regulation and the record in hopes of strengthening the measure, which was watered down at the insistence of the Office of Management & Budget.

Accumulation of grain dust is highly volatile. Hundreds of mill and elevator workers have been killed and maimed by grain dust explosions.

Commenting on the court's denial of the industry motion, Grain Millers President Robert Willis said, "Of course, we are very pleased. This means that on Apr. 1, our members will hopefully be working in a safer environment." He pointed out labor's challenge to the rule, saying "we're not satisfied with the present standard and our union and seven others have filed suit" to get a stronger regulation.

Unions generally consider the 5th Circuit appellate court as the "industry's court" because it is where many employer groups have succeeded in winning a number of key challenges. But the significance of the 5th Circuit action this time, Willis said, was that court's order is "indicative of the frivolousness of the suit itself. Anytime they rule against industry, it's a major victory for us."

The National Grain & Feed Association asked the court last December to stay implementation of the OSHA rule. The union challenge was filed in February in the U.S. Court of Appeals for the District of Columbia Circuit, but moved to the 5th Circuit's jurisdiction because industry had filed there first.

Court jurisdiction

Joining in the challenge are the Grain Millers, AFL-CIO Food & Allied Service Trades Dept., Food & Commercial Workers, Teamsters, the Retail, Wholesale & Dept. Store Union, Transportation Communications Union, the Allied Industrial Workers and the Oil, Chemical & Atomic Workers.

The unions charged that the standard, which will cover about 14,000 grain elevators nationwide, was watered down by the OMB.

OSHA estimates that 155,000 workers are covered by the standard.

OSHA had set an action level requiring removal of the grain dust when it reached one-eighth-inch in dept. OMB, insisted that employers be allowed to wet down the dust with water or oil, rather than remove it and that the areas where grain dust must be controlled be sharply reduced. OSHA made those changes in its final rule.

Union yes

Clerical and escort workers at the Visiting Nurse Service in New York celebrate a sweet victory as the newest members of Retail, Wholesale & Dept. Store Union Local 1199. Following a two-year organizing drive, the 650 workers voted for RWDSU in a National Labor Relations Board election, despite undermining tactics of management's union-busting consultant.

IBEW-NABET merger negotiations open

The Electrical Workers and the Broadcast Employees & Technicians have initiated exploratory talks on possible merger of the two unions.

IBEW President John J. Barry and NABET President James Nolan said discussions would take place over the next several weeks to determine whether merger would be best for both unions.

Nolan noted dramatic changes in the broadcast industry adding that "not only have technological advances created difficult problems, but new ownership of all three major networks has brought about a different concept in the management of the broadcast media . . ."

"As our members face the challenges in this industry,"Barry said, "the leadership of their unions has the responsibility to protect both their short-term goals and long-term interests with every legitimate means at their disposal."

Public employees seek end to Hatch Act's restrictions

State and federal employees pressed Congress for relief from the restrictive provisions of the Hatch Act, which prohibits government workers from participating in any political activities even when they are not at work.

More than 300 public employees—members of AFSCME and the Government Employees—rallied in Washington to press for Hatch Act reform. The union members also spent a day on Capitol Hill, meeting with their congressional representatives and outlining the case for full political rights for state and federal workers.

AFSCME President Gerald McEntee noted that the Hatch Act restricts the actions of 3 million federal employees and additional millions of state and local workers "who cannot participate in the fundamental exercises of self-government."

Many states have followed the federal government's lead and have passed "little Hatch Acts" that "politically handcuff AFSCME members" and keep their from exercising their constitutional rights, he said.

Restrictions not needed

While the Hatch Act may have been necessary when the political patronage system was in full force, "the day of patronage at the federal level is long past," he pointed out.

Nearly 80 percent of all federal workers are protected by the merit system, and at state and local levels, "only remnants of bossism and political patronage survive," McEntee said, partly due to merit systems but also because "increasing numbers of public workers are protected by their unions and collective bargaining agreements."

"What was once a necessary reform has become an unnecessary embarrassment," he declared.

AFGE President Kenneth T. Blaylock charged that the Hatch Act "has been turned on its head and now only serves to protect politicians" from the people who can contribute to the nation's well-being.

"We can have political freedom and maintain the integrity and effectiveness of federal and state governments while exercising our full constitutional rights," he insisted.

Blaylock cited a reform measure passed by the House that "injects clarity into a complex system while drawing a clear line between what is permissible and what is prohibited."

Participants also met with Rep. William Clay (D-Mo.), principal House sponsor of the Hatch Act reform bill.

Speakers included Rep. Patricia Schroeder (D-Colo.), who chairs a Post Office & Civil Service subcommittee and Washington State's Sec. of State Ralph Munro, who brought suit against the U.S. Navy when civilian shipyard workers were barred from participating in the state's presidential caucuses.

Task force backs program to ease housing shortage

A special task force seeking to halt the critical shortage of affordable housing in America recommended a multi-pronged renewal program, including development of new public housing projects, expanded homeownership loan programs and more federal funds for housing the poor.

In an 88-page report called "A Decent Place to Live," a 26-member independent panel challenged the nation to end the "growing horror story" faced by the poor, low-income families, and first-time home buyers. President Robert A. Georgine of the AFL-CIO Building and Construction Trades Dept. was a member of the task force.

"These people are the hardest hit by spiraling housing costs and declining availability of affordable rental property," the report said.

It noted that from 1980 through 1986 —the Reagan administration years—there was a steady decline in the nation's homeownership rate, reversing a 40-year climb.

Nearly 2 million fewer families own homes today than would have if the pre-1980 ownership rate had continued, the report said, adding that the impact of Reagan policies has been greatest on young families.

Fading dream

"Homeownership is becoming a fading dream," the report warned.

The task force recommended that the government set up a housing opportunity program to stimulate state and local initiatives to develop, renovate and conserve low-income housing. It called for an annual appropriation of $3 billion from now through the end of the century, requiring an additional $1.5 billion in matching funds yearly by states.

The report estimated that the money would pay for construction, renovation, repair and acquisition of 150,000 to 200,000 additional units of affordable housing in the first year.

The task force also recommended that housing authorities continue to develop or acquire new public housing projects where needed and that Congress provide funding consistent with its budgetary concerns.

The average public housing unit today requires annual operating subsidies of $1,200, and even when modernization and original capital costs are taken into account, these figures compare favorably with the level of expenditure needed to preserve other components of the assisted housing inventory, the report said.

The task force focused on a special problem facing low-income housing in the near future—the end of required low-income occupancy on units financed under Housing & Urban Development mortgage subsidies. HUD regulations permit an owner to remove the housing from low- and moderate-income use after 20 years. During the next five years, 301,461 HUD-assisted units will become eligible for mortgage prepayment, freeing them for the open market.

More than 275,000 rural homes financed under the Farmers Home Administration also may expire from low-income use, and an estimated 864,000 tenant-and project-based rental subsidy contracts could expire by 1993, the report noted.

"These units are the backbone of the nation's low-income housing stock," the panel said, adding that "more attention must be focused on this issue."

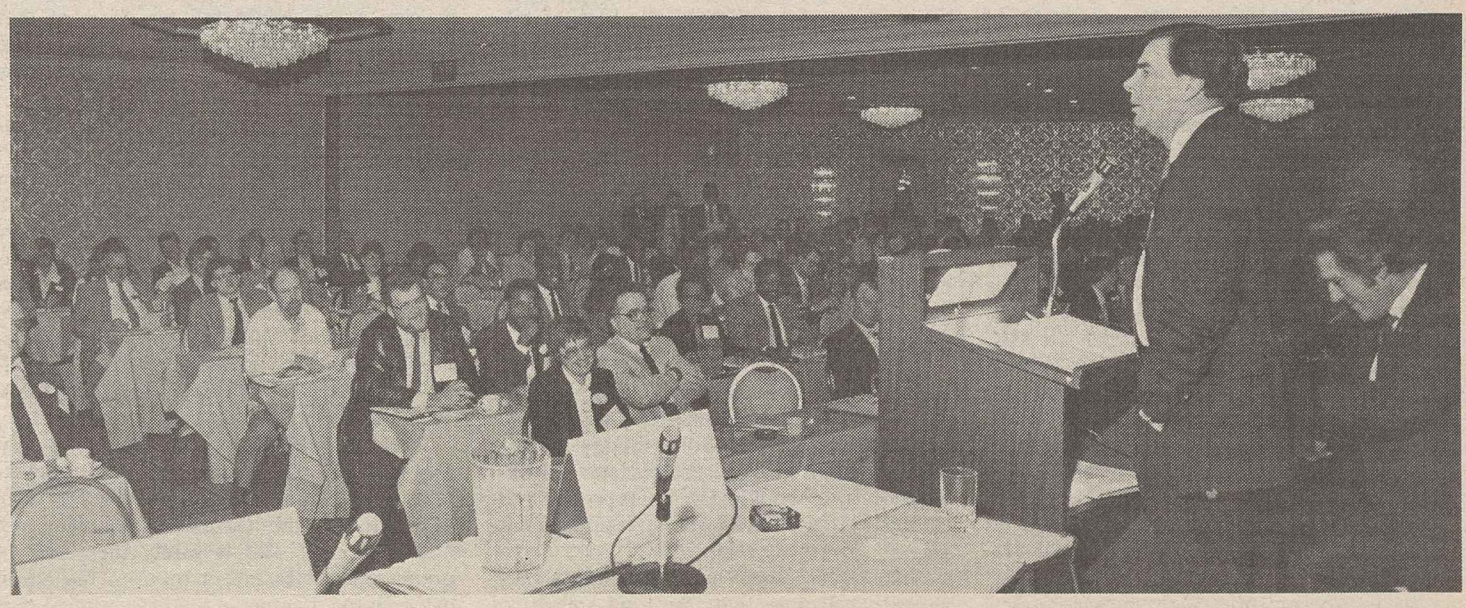
Teamsters negotiate trucking agreement

The Teamsters and the nation's trucking industry reached tentative agreement on a new master freight contract covering about 200,000 truck drivers and warehouse workers.

IBT President Jackie Presser said the settlement "addresses the economic need of our members and advances their legitimate claims for job security."

Terms of the tentative agreement were not immediately disclosed, pending membership ratification.

Further developments will be reported in the next edition of the AFL-CIO News.



AFSCME President Gerald McEntee with AFGE Kenneth T. Blaylock, right, address Hatch Act reforms.

APWU President Moe Biller testifies with Sec.-Treas. Douglas Holbrook, left, and Executive Vice President William Burrus on Postal Service cutbacks.

Postal unions call cutbacks a first step to privatization

The Postal Service's cutback in operations directly affecting its customers is the latest Reagan Administration step aimed at "privatizing" the agency, postal unions warned.

Postal Workers President Moe Biller, testifying a hearing held by two House Post Office & Civil Service subcommittees, called for passage of a bill to remove the Postal Service from the overall federal budget and for an immediate end to the reductions in nationwide service and Sunday mail processing begun in February.

Biller urged the subcommittees to request a General Accounting Office investigation of the decision-making process used by the USPS in ordering specific reductions.

Mail customers "will never understand why services are being reduced when postage rates are being increased," Biller said. The USPS increased the cost of a first-class stamp to 25 cents effective Apr. 3.

'Smoke and mirrors'

He pointed out that the USPS was put "on budget" in 1985 by then OMB Director David Stockman. Since then, the USPS has been used in the Administration's "smoke and mirrors" game to delude the public into thinking real deficit reductions are being made.

Letter Carriers President Vincent Sombrotto told the subcommittees, "We must get politics out of the Postal Service and remove it from the federal budget process. We are at a crossroads in the battle to preserve the health and financial integrity of the USPS."

Sombrotto said that Congress can use the USPS to "artificially reduce the deficit and destroy America's communications system . . . or allow us to resume operating on sound business principals. I urge that USPS be taken off-budget so that we can maintain universal and swift delivery of mail at uniform rates."

He charged that the Reagan Administration has used the budget process to force the USPS to cutback service and capital expenditures, and that Office of Management & Budget Director James Miller has used this opportunity to "micro-manage" the postal service in order to build public support for his privatization plans.

The Budget Reconciliation Act of 1987 forbids the USPS to spend its revenues on schedule, Biller said. This makes the budget deficit look smaller, because in budget-type accounting, every non-expenditure lowers the deficit's bottom line on paper, he pointed out. The USPS is being "made to subsidize the federal deficit, and the customers who pay for postal services are being cheated," he charged.

Biller told the subcommittees that the OMB Director Miller had refused a USPS offer to assume $1.5 billion in Treasury payments for the pension's cost of living adjustments and health benefits for retirees and to save another $3.5 billion by using a business-type accrual accounting budget.

Miller refused the offer, Biller said, because "his goal is the fragmentation and destruction of the Postal Service as we know it, and the distribution of the spoils to profit-making businesses—'privatization,' in political jargon; 'profitization' in reality."

Rep. William Ford (D-Mich.), who chairs the full Post Office & Civil Service Committee, is sponsoring legislature to take the USPS "off-budget" where it will no longer be subject to the Administration's "micro-management."

No real savings

"Suffice it to say that what we're really talking about here is not saving money, but making the numbers look better on the ledger," Ford told OMB Director Miller, a long-time advocate of privatizing the USPS.

Miller denied any behind-the-scenes activities to make privatizing the USPS more politically popular, but defended the privatization concept, saying, "I think you'll see some real improvements, and the only real losers will be the cartoonists who no longer will be able to characterize the Postal Service as a snail."

Delegates clear decks for Marine Engineers to dock NMU merger

San Diego—Delegates to the Marine Engineers' convention, ending a 113-year tradition, adopted a constitutional change allowing unlicensed ship crew members to join the union.

That action scuttled the last barrier to the merger of MEBA District No. 1 and the National Maritime Union that came just a few days later to create the new District No. 1-MEBA/NMU division.

In a joint statement, MEBA President Gene DeFries and NMU President Shannon J. Wall said their memberships had given "overwhelming approval" to the merger in secret ballot referendums. NMU members voted late last year and MEBA District No. 1 members completed its balloting Mar. 28.

"Over the years, our unions have fought against the monumental indifference of our government toward the importance of maintaining a strong, efficient and prosperous American merchant fleet," the two leaders said. "Today, now united, we can begin to reverse the long-term deterioration of the merchant marine, and help reestablish the vitality of the industry."

"The combined strength and experience of District No. 1-MEBA/NMU will be used constructively on behalf of our members and on behalf of the best interests of the American people," DeFries and Wall said. The merged union will have 50,000 members.

Increased clout

The 33 MEBA delegates had overwhelmingly approved the constitutional committee report which said that a merger of unlicensed ship personnel with licensed engineers "will increase our influence and clout at the bargaining table."

The convention gave a unanimous vote of confidence to DeFries for his "leadership, integrity and dedication." DeFries' four-year term expires in 1990.

In a resolution, the 32 convention delegates hailed a report from the U.S. Commission on the Merchant Marine & Defense, on which Wall served as a labor member. The commission offered a series of recommendations aimed at protecting the American merchant marine from still further decay.

The convention endorsed a legislative program that calls for reform of operating subsidy laws so that U.S. shipping companies can make long-range plans for profitable operations, strengthened cargo preference laws, a halt in the decline of manpower in the maritime industry as a result of shrinking job opportunities and a revamping of trade laws so American firms can compete "on a level playing field."

Resolutions adopted

Delegates also backed promotion of a domestic cruise ship industry and shipbuilding, supported federal pre-emption of state laws covering marine air emissions, and protested the Kuwaiti reflagging policies and terrorists acts against shipping.

Another resolution, which was adopted unanimously, calls for development of the oil resources in the Arctic National Wildlife Refuge in northern Alaska.

The delegates also passed resolutions supporting full employment, job security, human rights, union rights, and the International Transport Workers Federation stand on transportation of nuclear waste.

The union's successful organizing of the National Air Traffic Controllers Association, an affiliate of District 1, got a strong vote of approval from the convention, which also took note of the growth of the District 1 pension trust which became fully funded in 1986. It paid out $300 million in benefits in four years, including $170 million in lump sums to retirees wishing to withdraw from the plan. The trust's assets remain close to $1 billion, the report said.

Former NMU President Shannon Wall, left, now executive president of District 1-MEBA/NMU, with MEBA President Gene DeFries.

Reagan hit on scheme to sell off public services

Accusing the Reagan Administration of hanging a "for sale" sign on a variety of public services, federal employee unions denounced proposals to turn over huge chunks of government programs to private, profit-making firms.

"Privatization" has been one of Reagan's pet projects since assuming office seven years ago. Now, with the aid of a special panel named to examine the issue, he's making a last-gasp effort to achieve this goal in the waning months of his presidency.

The President's Commission on Privatization has come up with a broad-ranging package of recommendations that would, among other things, allow corporations to compete directly with the Postal Service and contract out to the private sector responsibility for running such programs as the nation's critical air traffic control system and federal prisons.

In its report, titled "Privatization: Toward More Effective Government," the commission also endorsed the idea of giving parents "educational vouchers" to be used at private schools, thus diminishing the historic role of public education in America.

And it recommended that the government get out of the business of providing affordable housing to low-income families and the elderly by giving beneficiaries vouchers to be traded in the open market, where rental prices are beyond the reach of those in need.

Billion-dollar deficits

Commission Chairman David F. Linowes insisted the proposals would help reduce the multi-billion-dollar budget deficits piled up each year by the Reagan Administration and would lead to improved efficiency in the delivery of government services.

But government unions sharply disagreed, warning that the end result of handing over critical programs to profit-making firms would fall far short of that prediction—raising taxpayers' costs while curtailing services to which the public is entitled.

They accused the Administration of engaging in a campaign of gutting public services through stringent spending cuts in order to set the stage for its privatization scheme.

AFSCME President Gerald W. McEntee warned that privatization would have "serious consequences" for taxpayers. Far from saving money, McEntee warned, it would lead to "increased costs, deterioration of services, loss of government flexibility and accountability and significant social and economic costs to the community."

The commission's report "assumes that privatization will reduce federal expenditures while maintaining an adequate level of service to the citizens," McEntee said. "Unfortunately, this is rarely the result of privatization." In recent months, the union has released a series of studies showing that graft, inefficiency and cost overruns have been the inevitable byproduct of contracting out at all government levels.

And President Vincent Sombrotto of the Letter Carriers charged that introducing "competition" into the mail delivery system would encourage private firms to skim the cream of the best postal routes, leaving rural or hard-to-serve areas with inadequate service or no service at all.

Out of business

"The delivery of more efficient, high quality public services cannot be achieved when the nation's leadership is possessed of a 'going-out-of-business sale' mentality," said President Al Bilik of the AFL-CIO Public Employee Dept.

The Administration's seven-year campaign of "bleeding public services by slashing their funding" has been a self-fulfilling prophecy, he said. After crippling many federal programs, Bilik said, "the White House now attempts to paint those services as inadequate and inefficient."

Teamsters win gains for 9,000 in brewery pact

A new Teamsters contract with Anheuser-Busch breweries provides unique job security protection for employees with at least five years' service as well as across-the-board pay raises.

The three-year agreement that IBT members ratified by nearly a 3-1 margin covers 9,000 production and maintenance workers at 12 Anheuser-Busch plants throughout the country.

To protect against job losses due to the company's increasing use of automation, the contract stipulates that any employee with five years' service whose job is eliminated will be offered work at another Anheuser-Busch plant.

The accord also provides yearly wage increases of 25 cents per hour, a $1,000 cash bonus on ratification, and improved fringe benefits worth $1 an hour. Going into the new contract, the average hourly wage was $17, the union said.

It covers workers at plants in Los Angeles; Ft. Collins, Colo.; Fairfield, Conn.; Tampa and Jacksonville, Fla.; St. Louis; Merrimack, N.H.; Newark, N.J.; Syracuse, N.Y.; Columbus, Ohio; Houston; and Williamsburg, Va.

The old contract was scheduled to expire Feb. 28, but for the first time in bargaining between the two sides, was extended while negotiations continued.

Two earlier proposals had been rejected by the membership because they did not meet the issue of job security.

Trade bill conferees act on plant closing

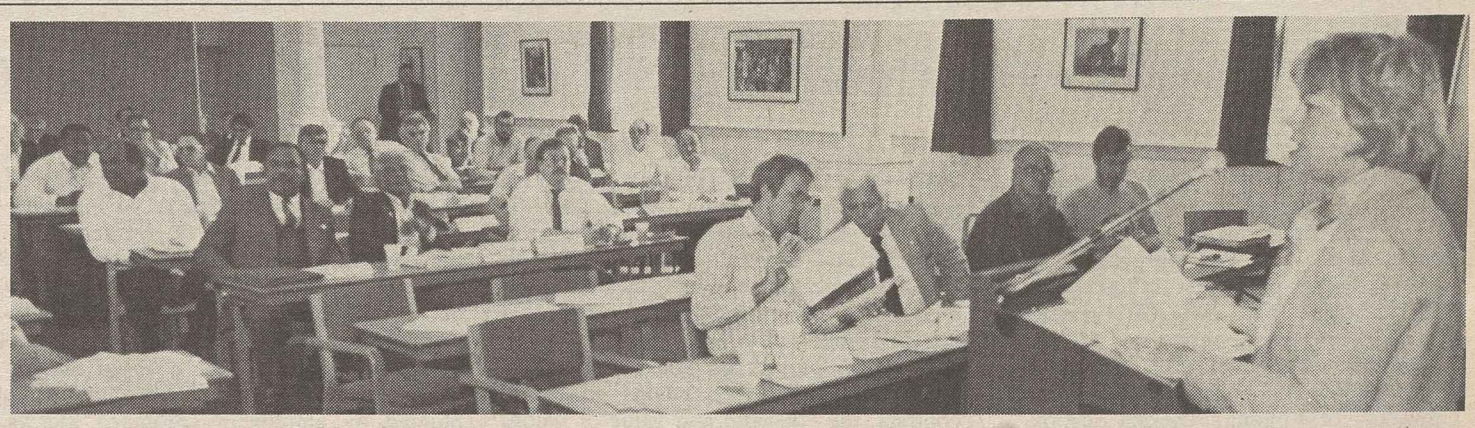
Continued from Page 1

also stated that the Senate's version "has considerable merit" as a way to assure America's trading partners open their doors to U.S. products.

The plant closing provision would require 60-day notice of plant closings involving 100 or more employees for consolidation or relocation of workforces, and also a 60-day notice of any layoffs involving more than one-third of a company's workforce.

In a last-minute concession to the House, Senate conferees agreed that the layoff notification requirement would apply if 500 employees were involved, even if it was not one-third of the total workforce.

The plant closing section does include, however, a "faltering company" exemption, which one House observer characterized as "a gigantic loophole."



Associate general counsel Peggy McCormick explains how new tax law disclosure rules affect unions.

State federations look to new growth

Officers trade views on bolstering agenda for affiliates

State AFL-CIO presidents brought their ideas and concerns to the federation's headquarters staff during a three-day seminar at the George Meany Center for Labor Studies.

The emphasis of the annual seminar was to listen to the state officers and share ideas on how the Federation can best meet their needs.

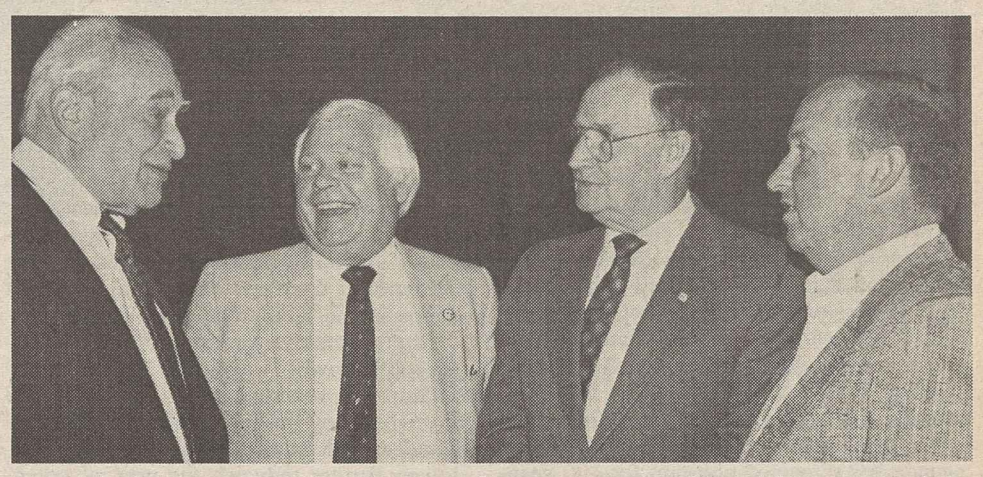
Sec.-Treas. Thomas R. Donahue reported on the AFL-CIO affiliation plans of the Locomotive Engineers, which will complete a membership referendum on the issue on Apr. 15, and the Longshoremen and Warehousemen's Union which will vote on affiliation at its convention later this month.

Donahue congratulated the state officers on how well they have handled new responsibilities like the AFL-CIO guidelines in the presidential primary process and the transfer of many government functions to the state level in the Reagan years of "defederalization." In most cases, he pointed out, the work with state government units has been achieved with limited staff and resources.

He also reported on the "Union Yes" national advertising campaign approved by last year's convention, citing its goals of improving public awareness of what having a union means on the job, reinforcing members' sense of pride in their union and aiding organizing, particularly among the 18-40 age group.

New programs

Donahue described the work of the AFL-CIO Committee on the Evolution of Work, which he chairs, as a continuing exploration into new models of worker representation rather than organizing exclusively around the formal collective bargaining contract. The public sector offers many models, he said, of union recognition and dues checkoff when the union has less than a majority status among members.



Donald Slaiman, deputy director of Organization & Field Services, left, chats with state federation presidents Daniel J. McVey of Missouri, Edward J. Cleary of New York and Edward J. McElroy Jr. of Rhode Island.

Donahue said that gaining contact with different kinds of members is the reason for continuing expansion of union privilege programs such as the union privilege credit card.

But he cautioned that unions in the public sector also have one large employer who by and large remains neutral on the subject of union rights for their employees, a far cry from the prevailing attitude among employers in the nation's major private industries.

Organizing Director Dick Wilson focused on involvement of the state central bodies in on-going campaigns, while Legislative Director Robert McGlotten outlined labor's agenda on the national and state level.

Two panel discussions involved the state federation leaders relating their varied concerns to headquarters staff, after which the federation staff offered suggestions.

Education Director Dorothy Shields responded to questions on the growing need for in-field training and her department's success with the One-on-One Program.

Karen Ignani, associate director of the Dept. of Occupational Safety, Health and Social Security, outlined the department's legislative agenda and listened to the group's concerns with OSHA regulations and how to best deal with this topic on the state and federal levels.

Ray Andrus of Community Services fielded questions on that department's coordination of its 225 people in the field and advanced programs being established for union counselors.

Larry Kirkman, executive director of the Labor Institute of Public Affairs, explained the various aspects of the "Union Yes" program and how state federations will be involved.

New disclosure requirements for state federations, contained in the 1987 Budget Reconciliation law were explained by Peggy McCormick, associate general counsel.

Paul Somogyi, associate director of the Dept. of International Affairs, updated the state leaders on the federation's world activities and COPE Director John Perkins keyed on the upcoming elections and the roll state federations will play.

Curb on pension fund loans scored

The AFL-CIO has lodged a strong objection to proposed Labor Dept. regulations that would restrict low-interest loans by pension funds to plan participants for uses such as buying a home.

Bert Seidman, director of the AFL-CIO's Dept. of Occupational Safety, Health & Social Security, said in a letter to the Pension & Welfare Benefits Administration the proposed changes "are contrary to the interests of plan participants in need of such loans" and also contrary to a decision by the Eleventh U.S. Circuit Court of Appeals.

The dispute involves proposed regulations that would narrowly define the "reasonable rate of interest" that a pension fund would have to charge for a loan to a participant in the plan.

Such loans have grown in popularity and often are granted to workers who are participants in a pension plan at below-market interest rates.

The new regulation, however, would define the reasonable rate as "one which provides the plan with a return commensurate with the prevailing interest rate charged by persons in the business of lending money for loans which would be made under similar circumstances."

Commercial standard

Seidman pointed out that the regulation essentially calls for a prevailing interest rate standard, one more appropriate for the commercial lender community than multi-employer pension funds.

He cited the appellate court decision which said the reasonable rate does not have to be at the market rate level.

Seidman told the department that those most adversely affected by a rigid "prevailing rate" standard would be the very plan participants whom the regulation presumably is intended to benefit.

"The use of the prevailing rate for participant loan programs might keep lower income workers from being able to afford loans from their pension plans," Seidman added.

The AFL-CIO urged instead that the reasonable rate be based on the same "prudence" criteria required by plan fiduciaries in a vast array of decisions regarding pension funds.

The federation also objected to a provision that would make many of the new regulations retroactive to Jan. 1, 1975, saying it could lead to disqualification of tax exempt status for some pension plans.

House calls for rehiring air traffic controllers

The House voted 234-180 to allow air traffic controllers—fired by President Reagan for striking in 1981—to be rehired by the Federal Aviation Administration and the Defense Dept.

The House bill calls on the Transportation Dept. and Office of Personnel Management to hire at least 500 former controllers as permanent, full-time workers in each of the next two years.

About 9,000 qualified controllers are available "to help rebuild an air traffic control system that is currently in a state of deep crisis," AFL-CIO Legislative Director Robert McGlotten pointed out in a letter to representatives.

Rep. William Ford (D-Mich.) agreed, citing reports by the National Transportation Safety Board and the General Accounting Office that indicate the air traffic, control system is seriously understaffed.

Stress point

"The air traffic control system is at the stress point," he declared, "too much traffic and too few qualified controllers."

The bill also calls for a six-month probation period for rehired controllers and requires controllers to work six years before regaining pension eligibility.

Nearly 13,000 air traffic controllers—then members of the Professional Air Traffic Controllers Association—went on strike in August 1981 after contract negotiations with the FAA collapsed. Reagan fired more than 11,400 PATCO members, citing a ban against strikes by federal employees.

The PATCO members had been permanently barred from working as controllers and were restricted from working in any federal agency for a three-year period.

NLRB reports backpay awards jump 30 percent

Backpay awards to workers in National Labor Relations Board cases jumped 30 percent to $36.3 million during fiscal year 1987, one of the few bright spots in the annual report of NLRB General Counsel Rosemary M. Collyer.

Collyer's year-end report noted diminished case levels and reduced staffing.

Only 2,900 complaints were issued during the year, down 7.5 percent from 1986, and the lowest number in 13 years.

Collyer emphasized that the 39,227 cases filed with the board was a huge drop since the beginning of the decade, comparing it to 57,381 cases filed in 1980.

She attributed the decline to a number of factors, including the "success of the General Counsel's Information Officer Program" but didn't mention union organizing drives conducted outside the NLRB because workers have given up on fair treatment from this board.

The 39,227 proceedings filed with the board, down from 42,283 in 1986, was the lowest number since 1971.

Avoidance of the NLRB process was also shown by the fact that only 6,874 representation cases were filed in 1987, down 4.8 percent from the previous year, and a huge 52 percent drop from the beginning of the decade.

The report showed that $36.3 million was distributed to employees as backpay in 1987, representing a 30.9 percent increase over 1986.

Kirkland on commerce: everyone needs to benefit

Charlottesville, Va.—Commerce of all kinds—including trade between nations—has no purpose unless everyone benefits from it, and benefits to all nations and their buying power is the purpose of the "worker rights" provision in the pending omnibus trade bill, AFL-CIO President Lane Kirkland said.

Kirkland spent a full day with the faculty and graduate business students at the University of Virginia's Darden School.

Kirkland said the "worker rights" provision in the trade bill "is an attempt to put some teeth into cooperation in trade in terms of access to this market." It requires nations "to live up to the commitments they've made by virtue of their membership in the International Labor Organization and their ratification of minimum labor standards adopted by the ILO's tripartite process."

Including it in the current trade legislation enforces those standards on a unilateral basis—the U.S. market only—because "that's the only way we can get it. We would prefer to do it on a multilateral basis by incorporating it into the General Agreement on Tariffs & Trade," he said.

After his formal remarks, Kirkland met with smaller groups of students and faculty. In both sessions, questioners repeatedly expressed concern about corporate mergers and takeovers, leveraged buyouts and plant closings, layoffs and the burdens borne by workers and communities afterward.

In his opening, Kirkland said labor's agenda has remained constant for 100 years and no radical departures are in sight.

He spelled out those aims by recalling the words of Samuel Gompers, first AFL president on what labor wants and the words of George Meany, his predecessor, that "our goal is simple. All we want is to create the healthiest, best educated, most productive and most creative society that human beings can possibly achieve."

While employers go and come, industries rise and fall and unions grow and contract, the "purpose and value of unions remain constant," and the cost of trying to silence the workers' voice "has to be learned over and over," he stressed.

Parallel economy

Kirkland emphasized the parallels between the goals of industry today and those of the 1920s. "It is depressing to see business leaders of the 1980s playing variations on the blunders their grandfathers made in the years leading up to the Great Depression," he said.

In the 1920s, business eyed ever greater profits and imposed harsh conditions on workers. "Businessmen reshaped the economy in ways that were, in retrospect, fundamentally unsound," Kirkland said. "Selective unemployment, guns, clubs and the yellow-dog contract were the tools of choice in the labor relations field."

Faulty employer policies of higher output with lower wages led to inventory buildups as workers could not afford to buy what they produced. Managements responded with mass layoffs and plant shutdowns, further reducing the pool of potential customers.

Now, as in the 1920s, "a very broad segment of the business community is engaging in an all-out drive to maximize profits at the expense of workers, consumers and the national interest. The American economy of the 1980s is badly out of balance and it is once again fundamentally unsound," Kirkland declared.

He explained how the goals of the National Labor Relations Act have been blunted by employers' continued attacks, aided by an army of professional union-busters. The "right-to-work gang insists that they have nothing against unions, but their sole aim is to make it easier for workers to be deprived of them," he said.

Employers and their associations are spending much more money on "professional, third-party union-busters—lawyers, lobbyists, investigators, psychological profilers, testers and other manipulators—than they ever did on the brass-knuckle brigades" of the 1920s, Kirkland said. That so much is being spent to fight unions "should put to rest the canard that unions are dying, if not already dead," he added.

While admitting that union membership has not kept pace with the growth of the workforce, Kirkland attributed it in part to the decline of several major manufacturing industries. He stressed that some unions are making large gains in membership. AFL-CIO unions represent "11 times as many teachers as they did 30 years ago, 10 times as many state and local government workers, four times as many air line pilots, three-and-a-half times as many service workers and three times as many actors and performers and double the number of communications workers, postal employees and fire fighters."

Since a broad segment of the business community has helped trash many of America's most productive and profitable enterprises by exploiting the poverty of foreign workers, Kirkland said, it seems rather callous for them to reproach American workers for failing "to compete with the poor devils who have been given the jobs that used to be theirs."

Agenda for balance

The federation leader said that labor's agenda for world trade, as it is for the domestic economy, is "to restore a decent balance." That can be accomplished in large part by the trade bill supported by the AFL-CIO. The measure "is designed not to keep other people's goods out, but to make trade a two-way street in which goods are exchanged for goods, not for IOUs."

Kirkland stressed that it is "no solution merely to obtain commitments that low-wage countries will open their markets to American goods—they will have no markets until wages and working conditions are raised to levels that permit their own workers to buy the things they make."

Only when that happens will the nation approach anything resembling fair trade, Kirkland maintained. "That is why we propose that international labor standards, including the freedom to organize and engage in collective bargaining, should be required as a condition of trade."

Legislative communications

Communications Workers President Morton Bahr addresses the union's four-day legislative-political conference held in Washington. More than 1,000 participants were briefed by congressional leaders on issues of trade, health care, worker rights, family protections, telecommunications and the presidential campaign.

Schedule of Labor Studies Center courses

The George Meany Center for Labor Studies will offer 14 workshops during April and May. The schedule:

Organizing Techniques I, Apr. 10-15—A review of organizing campaign elements, including targeting, house calls, picking winning issues and developing plant committees.

Advanced Arbitration, Apr. 10-15—A program for experienced union representatives that focuses on examination and cross-examination of witnesses, preparation of briefs and research.

Negotiating Contracts with State & Local Agencies, Apr. 10-15—An institute on preparing initial proposals, developing committee work, opening statements, contract language and ratification.

Effective Union Action for Civil Rights, Apr. 17-21—The annual conference of the AFL-CIO Dept. of Civil Rights for designees of federation affiliates.

Winning with Comprehensive Campaign, Apr. 24-29—A three-way approach to union building in an organizing context: on the job, at the corporate level and in the community.

Effective Grievance Administration, Apr. 24-29—New approaches on improving grievance procedures. Limited to experienced advocates in grievance arbitration.

Standards of Discipline & Discharge in Arbitration, May 1-6—An advanced institute exploring the concept of just cause, standards for arbitrators, investigation procedures and standards of proof.

Negotiating for Employee Benefits, May 1-6—A study program on pensions, health and life insurance, and disability benefits with a review of collective bargaining trends.

Using Micro Computers in Negotiations, May 8-13—A workshop on contract negotiations focusing on spreadsheet software for costing out contracts and weighing management proposals.

Organizing II, May 8-13—An institute cosponsored by the Dept. of Organization & Field Services for experienced union staff. Topics include private sector organizing, issue-oriented campaigns and recruiting and training union members.

Computers for Local Unions, May 15-19—A course on mini and micro computers for union staff.

Advanced Editing Skills, May 15-20—A workshop for union editors who have completed the newswriting course and are ready for more work on layout, photo editing and headline writing.

Arbitration in the Federal Sector, May 22-27—Mock cases will be videotaped. Class focuses on rights, scope of duty to bargain, laws and rules.

Conducting Opinion Polls II, May 31-June 3—An advanced study of the survey research process with the use of microcomputers and case studies from union surveys.

AFL-CIO affiliates and departments using the campus in April and May for their own staff training programs are: Electrical Workers, Apr. 5-7; Dept of Economic Research, Apr. 7-8; Dept. of Organization & Field Services, Apr. 7-8; Transportation Communications Union, Apr. 10-15; African-American Labor Center, Apr. 16-May 6; Communications Workers, Apr. 17-22 and Apr. 24-29; American Institute for Free Labor Development, Apr. 24-May 27.

More information about labor studies programs is available from the Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400.

Rep. James Howard dies, headed key House panel

Rep. James J. Howard, a New Jersey Democrat who compiled a 95 percent "right" COPE voting record during his 24 years in the House, died Mar. 25 at the Washington Hospital Center after a heart attack.

Howard, who was 60, served as chairman of the House Public Works & Transportation Committee since 1981.

In a message to his wife Marlene, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said Howard was a "unique and productive congressman who understood the needs of America's working people." In his role as committee chairman, Kirkland and Donahue described him as a master strategist "who brought about the enactment of vital legislation."

Unions denounce proposal to lift rule banning homework

Continued from Page 1

"The brutal fact is that most homeworkers will be poor immigrant women who are powerless to resist their employer's demands, even when this means that their children must join them at work," Mazur said.

Labor Sec. Ann McLaughlin, in announcing the action, called it "a common sense approach to maximizing flexibility and economic freedom for workers in a way that ensures worker protection in a home environment."

But the AFL-CIO asserted its continuing objection. "With work in the home comes the potential for exploitation through removal of worker protections—the same abuses which prompted the ban on industrial homework in the Fair Labor Standards Act of 1938," the federation said.

ACTWU President Jack Sheinkman noted that the Administration has been intent since taking office on gutting restrictions against homework. "We will be exploring all avenues to make sure that these restrictions are kept in place, including legal action if necessary," he said.

The department pulled back from its earlier attempt to legalize all jewelry work at home, proposing instead that only non-hazardous jewelry work be allowed.

But the Service Employees, which represents about 8,000 jewelry workers, said it is "deeply concerned about allowing any homework in the jewelry industry."

Dismal record

Peggy Connerton, SEIU director of public policy, said the department is not equipped to distinguish between safe and unsafe jewelry work. Its record of enforcement in the knitted outerwear industry is "abysmal," she charged, and there is rampant exploitation of women, children and minorities in the industry.

Under the proposal, legalization of the new homework regulations would be phased in, with the gloves and mittens and embroideries industries affected immediately, and the other three six months later. Employers would be required to obtain two-year certificates to employ homeworkers.

Certificates would not be granted, in eight states with laws prohibiting homework: California, Connecticut, Hawaii, Massachusetts, New Jersey, New York, Rhode Island and Pennsylvania.

In 1981, the administration proposed a wholesale legalization of homework, but succeeded only in knitted outerwear in 1984. It tried again in 1986, but failed under intense opposition.

CONSUMER BUYING

If workers are to maintain a fair share of the nation's income, their buying power has to rise at least as fast as the nation's productivity growth. But the buying power of American workers has not kept up with the nation's ability to produce.

Government figures show that workers' earnings have fallen well behind the nation's growth in productivity.

The fall in workers' earnings is not only grossly unfair to workers, but has contributed to a slump in consumer buying power because workers' earnings account for the bulk of goods and services purchased each year.

Since 1977, output per worker in manufacturing has gone up 34 percent—but "real compensation per hour" (the buying power of an hour's worth of work) has gone down 1.7 percent. Production workers' "real" earnings, average hourly earnings adjusted for inflation, fell 7 percent from 1977 to 1987.

Even in the total non-farm business sector, which includes low-productivity service industries, productivity gained 9 percent, outstripping "real compensation," which dropped 0.3 percent.

Of course, service industries' output is much more difficult to measure than manufacturing output. Therefore, it's probable that the productivity of service industries is understated—and the gap between productivity and workers' buying power is even greater than the official numbers indicate.

Factor in 1920s collapse

The situation of lagging worker buying power can be likened to the situation of the 1920s, when production outran the ability of workers to buy those products.

In the 1920s, manufacturing productivity rose 63 percent while buying power of employees in manufacturing rose only 17 percent. The lag in buying power was one of the most often overlooked causes of the Great Depression of the 1930s.

In the manufacturing sector only, or in the total non-farm business sector, there is a wide gap between the productive power of corporations and the ability of workers to buy the products they help produce.

Even if workers' pay goes up at the same percentage rate as productivity, that does not change the distribution of income between labor and capital. Business profits and workers' pay can go up together at the same rate that productivity goes up.

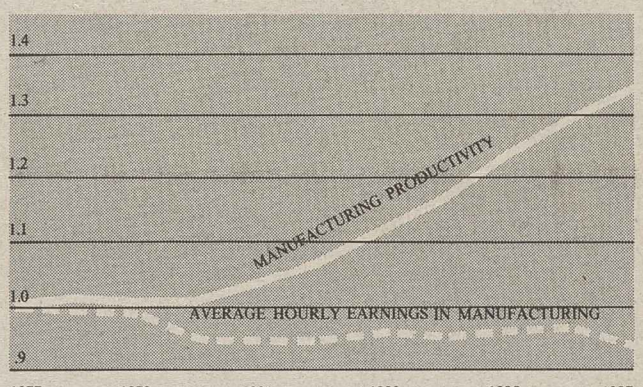
The major cause of the worsening situation of workers is simply the excessive economic power of American business corporations.

The top executive and the boards of directors of corporations have been giving themselves huge salaries and bonuses and raising dividends to their stockholders while regarding workers and their incomes as the enemy of competitiveness.

Business leaders too often view their interests narrowly in terms of the bottom line, and they overlook the damaging social and economic consequences of the decline in the buying power of so many of America's families.

PRODUCTIVITY GROWS, EARNINGS LAG

REAL EARNINGS, ADJUSTED FOR INFLATION



Soaring executive salaries are in sharp contrast to the slump in workers' earnings. In 1986, executives got pay raises seven times as great as the average worker. Pay of top executives rose a whopping 17.9 percent in 1986 compared to a meager 2.2 percent for workers. The rise of 2.5 percent in average hourly pay of nonsupervisory workers in 1987 was little better.

Chief executives of major U.S. companies are paid at least twice as much as heads of similarly sized companies in other industrialized nations and American executives also pay lower taxes.

In 1985, a British CEO received only 38 percent as much as a U.S. chief executive; a French, 46 percent; a West German, 54 percent; and a Japanese, 50 percent.

The lag in consumer buying power is re-enforced by the distribution of income from stocks and bonds.

High interest rates and higher dividends increase the share of income to the wealthy because they own a disproportionate share of the nation's stocks and bonds.

High interest rate payoff

The share of the nation's income going to interest payments has gone up steadily over the last four decades. From less than a 2 percent share in the 1950s, interest income climbed to a 3.5 percent share in the 1960s, 6 percent in the late 1970s and up to 9.9 percent in the 1980s.

Dividend income from corporate profits to owners of stocks has also increased sharply in the last few years. From a $39 billion payout in 1980, dividends soared to $85 billion in 1987.

The jump was especially large in 1987 as corporations reduced the share of their cash flow going to investment in plant and equipment because of slumping consumer buying. Corporations instead put more money into the hands of stockholders—$13.5 billion more in 1987 than they received in 1986.

With the incomes of the wealthy rising rapidly and the incomes of workers slumping, it's not surprising that the share of income going to families in the top 20 percent income bracket increased their share of the nation's income from 42 to 44 percent from 1981 to 1986. The share of income going to the lowest fifth of the population dropped from 5 percent in 1981 to 4.6 percent in 1986, according to the Census Bureau. Eight million workers were stuck at the same minimum wage, $3.35 an hour, since 1981.

Middle-class losing out

Middle-class, middle-income families—the middle 60 percent of the population—saw their share of aggregate income drop from 53 percent to 51.6 percent in the same period.

The income of the wealthy has been rising rapidly while worker buying power has fallen. Soaring executive salaries, high interest rates, and higher dividends have given the wealthy a larger share of the nation's income in recent years. At the same time high unemployment, the loss of high paying jobs, changing tax laws, a stagnant minimum wage, and an all out assault on trade unions have held down buying power of low- and middle-income families.

The American economy of the 1980s is badly out of balance. An all-out drive by a broad segment of the business community to maximize business profits at the expense of workers and consumers adversely affects the nation's income distribution and undermines the consumer buying power base necessary to keep the economy healthy.

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AFL-CIO LEGISLATIVE ALERT!

Floor Fights Take Shape As Bill To Raise The Minimum Wage Advances Toward The Full House

The Reagan administration's economic policies have brought about a decline in the real wages and salaries of most American workers, but the drop has been sharpest for those who can afford it the least -- people working for the minimum wage.

During the week of April 18, when H.R. 1834 reaches the House floor, your representative will be able to vote to ease the economic hardship suffered by millions of these poorest of workers.

H.R. 1834, the Minimum Wage Restoration Act, was approved by the House Education and Labor Committee on March 16. As drafted, the bill would raise the current minimum of $3.35 per hour to $5.05 in annual increments over four years. Your representative should be urged to support it, as well as a strengthening amendment to establish indexing, so that the minimum wage would keep pace with general pay levels in coming years.

In addition to the indexing amendment, several hostile amendments to weaken the bill are also anticipated. They include:

* *The so-called "training wage" amendment:* This amendment would allow employers to pay newly-hired workers at subminimum wage rates for the first six months of employment. This provision is not aimed at training workers, but at providing a large loop-hole for businesses who have a high turnover rate. Fast food firms, for example, keep employees an average of four months and have a 50% store manager turnover. The amendment would provide an incentive to fire workers before the training period ends, and enforcement of this kind of employer violation would be impossible.

* *The small business exemption:* This amendment proposes to eradicate existing categories of small businesses covered by the Fair Labor Standards Act, and substitute a uniform profit-level trigger. This would exempt tens of thousands of workers from minimum wage benefits and protections that they now enjoy. The categories were established by Congress for good reason; they take account of the fact that the same pressures of overhead and competition do not apply to all small business equally (ie: a small laundry which is part of a large hotel vs. an independent laundry).

* *The fringe benefit amendment:* This amendment would include the cost of fringe benefits in the calculation of the minimum wage. It would create a zero-sum game in which minimum wage workers would not benefit from either fringe increases or increases in the basic wage, because an increase in one could result in a reduction of the other.

* *The homework exemption amendment:* This amendment would exempt certain home sewing activities from the Fair Labor Standard Act's homework, minimum wage and overtime provisions. This kind of amendment represents a huge retreat from one of the very core purposes of this law. The potential for abuse of workers here is enormous, and could include the return of illegal sweatshops.

* *The compensatory time amendment:* This proposal would allow employers to extend compensatory time, rather than overtime to employees. Those poor workers who are now struggling to make ends meet by voluntarily working overtime would suffer from this proposal. Employers would be likely to increase demands for overtime, and since, without a strong bargaining agreement, overtime can be mandated by an employer, the exploitation of these vulnerable workers would become commonplace.

What You Can Do: Contact your representative and ask that he/she support H.R. 1834 and oppose these weakening amendments. In addition, both of your senators should be asked to cosponsor and support S. 837, the Senate's companion bill.

Reminder:

The trade wrangle between House and Senate conferees is still on. As of press time, plant closing, trade deficit reduction, workers' rights abroad and trade adjustment assistance are all undecided.

If the conference has not been concluded by the time you receive this issue of the *Alert,* please contact conferees and ask that they support these vital, labor-backed provisions.

Roll Call: Senate Rejects High Risk Bill

On March 29, the Senate effectively rejected S. 79, the high risk notification bill. The bill had been held up for eight days because of a filibuster by conservatives. A fourth attempt to end the filibuster fell 18 votes short of the 60 needed.

Sen. Howard Metzenbaum (D-OH), the author of the labor-supported bill, conceded defeat after the 42 to 52 vote, but indicated that the issue would reappear in future sessions of Congress. "In this one I've lost," he said, "but as long as workers are kept in the dark about occupational hazards, we will continue to try to bring them to light.

Roll Call: Find out how your senators voted. "R" means they voted right, "W" means they voted wrong and "A" means they were absent.

ALABAMA	
Heflin (D)	W
Shelby (D)	W
ALASKA	
Murkowski (R)	W
Stevens (R)	W
ARIZONA	
DeConcini (D)	R
McCain (R)	W
ARKANSAS	
Bumpers (D)	W
Pryor (D)	W
CALIFORNIA	
Cranston (D)	R
Wilson (R)	W
COLORADO	
Wirth (D)	R
Armstrong (R)	W
CONNECTICUT	
Dodd (D)	R
Weicker (R)	R
DELAWARE	
Biden (D)	A
Roth (R)	W
FLORIDA	
Chiles (D)	R
Graham (D)	R
GEORGIA	
Fowler (D)	W
Nunn (D)	W
HAWAII	
Inouye (D)	R
Matsunaga (D)	R
IDAHO	
McClure (R)	W
Symms (R)	W
ILLINOIS	
Dixon (D)	W
Simon (D)	A
INDIANA	
Lugar (R)	W
Quayle (R)	W
IOWA	
Harkin (D)	R
Grassley (R)	W
KANSAS	
Dole (R)	W
Kassebaum (R)	W
KENTUCKY	
Ford (D)	R
McConnell (R)	W
LOUISIANA	
Breaux (D)	R
Johnston (D)	W
MAINE	
Mitchell (D)	R
Cohen (R)	W
MARYLAND	
Mikulski (D)	R
Sarbanes (D)	R
MASSACHUSETTS	
Kennedy (D)	A
Kerry (D)	R
MICHIGAN	
Levin (D)	R
Riegle (D)	R
MINNESOTA	
Boschwitz (R)	W
Durenberger (R)	R
MISSISSIPPI	
Stennis (D)	W
Cochran (R)	W
MISSOURI	
Bond (R)	W
Danforth (R)	W
MONTANA	
Baucus (D)	R
Melcher (D)	R
NEBRASKA	
Exon (D)	W
Karnes (R)	A
NEVADA	
Reid (D)	R
Hecht (R)	W
NEW HAMPSHIRE	
Humphrey (R)	W
Rudman (R)	W
NEW JERSEY	
Bradley (D)	A
Lautenberg (D)	R
NEW MEXICO	
Bingaman (D)	W
Domenici (R)	W
NEW YORK	
Moynihan (D)	R
D'Amato (R)	W
NORTH CAROLINA	
Sanford (D)	W
Helms (R)	W
NORTH DAKOTA	
Burdick (D)	R
Conrad (D)	R
OHIO	
Glenn (D)	R
Metzenbaum (D)	R
OKLAHOMA	
Boren (D)	W
Nickles (R)	W
OREGON	
Hatfield (R)	R
Packwood (R)	R
PENNSYLVANIA	
Heinz (R)	R
Specter (R)	R
RHODE ISLAND	
Pell (D)	R
Chafee (R)	R
SOUTH CAROLINA	
Hollings (D)	W
Thurmond (R)	W
SOUTH DAKOTA	
Daschle (D)	R
Pressler (R)	W
TENNESSEE	
Gore (D)	A
Sasser (D)	W
TEXAS	
Bentsen (D)	R
Gramm (R)	W
UTAH	
Garn (R)	W
Hatch (R)	W
VERMONT	
Leahy (D)	R
Stafford (R)	R
VIRGINIA	
Trible (R)	W
Warner (R)	W
WASHINGTON	
Adams (D)	R
Evans (R)	W
WEST VIRGINIA	
Byrd (D)	R
Rockefeller (D)	R
WISCONSIN	
Proxmire (D)	R
Kasten (R)	W
WYOMING	
Simpson (R)	W
Wallop (R)	W

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MEMO FROM COPE

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Reagan aides sued on hazard rule stall

Steelworkers press civil contempt finding

Philadelphia—The Steelworkers are seeking civil contempt citations against two key Reagan Administration officials on charges of blocking court-ordered toxic hazard warnings in workplaces.

The USWA is also asking the 3rd Circuit U.S. Court of Appeals to order the Administration to start enforcing the full provisions of the federal hazard communication standard on May. 23.

The union's contempt suit, joined by the Public Citizen Litigation Group, names James Miller, director of the Office of Management & Budget, and John A. Pendergrass, head of the Occupational Safety & Health Administration.

The suit challenges OMB's assumed right to demand substantive alterations in proposed federal regulations. Acting under the Paperwork Reduction Act, the agency killed several provisions of OSHA's revised toxic hazard standard issued last Aug. 24.

OMB went beyond its authority under the paperwork act, the suit charges. The law specifically limits the agency's paperwork reviews to requirements regarding the collection of information to be provided to the government. Further, the OMB action "interferes with existing legal requirements" placed on OSHA when the 3rd Circuit ordered the new standard three years ago.

The suit explains that the hazard communication rule directly regulates "primary" conduct of private companies regarding notifications to their workers of hazardous chemicals used on the job. The Paperwork Reduction Act does not grant OMB the authority to disapprove regulations requiring transmission of information from employers to their employees. It can only disapprove regulations requiring "parties to provide information to the federal government," the suit states.

In May 1985 the 3rd Circuit, acting on a case filed by the USWA and Public Citizen, ordered OSHA to expand the hazard communication rule from the manufacturing sector to cover all employers. Two years later, the court chastised OSHA for the delay and set a 60-day deadline for compliance with its earlier order.

OMB's actions

OSHA, denied a rehearing of the case, issued the expanded standard last August and a month later sent it to OMB for review. The budget agency held a hearing in mid-October at which 19 of the 20 organizations testifying were employers or trade groups. After that, it rejected key provisions and told OSHA to revise the proposed rule.

Pendergrass said in January the safety agency would begin further rulemaking and sided with OMB in dropping all the provisions.

The suit stresses that Pendergrass was not required to acquiesce to OMB's position and should have returned to court for advice. Having failed to do that and for seeking renewed rulemaking to alter the standard, the OSHA chief should be held in contempt, the suit said.

The OMB director should also be found in civil contempt because he was in "active concert or participation" with the OSHA administrator, who was bound by a court injunction. At the very least, the suit stresses, the OMB director should be barred from interfering with OSHA's ability to comply with the court's order.

Continued on Page 4

Child care challenge

AFSCME member Carol Lovelace, her husband Dean and daughter Annie are featured in "Child Care Challenge: Union Solutions," a production of the AFL-CIO Labor Institute of Public Affairs. The 30-minute program highlights union gains in parental leave, child care and other family concerns. It will be aired on public television stations Apr. 10-16. (Story on Page 4.)

Union coalition wins key gains for 60,000 homecare workers

New York—A coalition of unions won long overdue wage gains in a three-year agreement covering nearly 60,000 homecare workers in the New York City area.

The accord provides a 51-percent increase in wages and benefits over the term for the low-paid workers employed by publicly financed homecare agencies.

Most of the workers are black and Hispanic women who care for thousands of elderly and chronically ill patients' in their homes.

The package was shaped after a wide-ranging public support campaign by Retail, Wholesale & Dept. Store Union Local 1199, AFSCME District Council 1707 and Office & Professional Employees Local 1H. Homecare workers represented by the Service Employees will also benefit from the agreement.

Going into the negotiations, the workers were among the lowest paid in New York. Under the agreement, the starting wage rate will jump immediately from $4.15 an hour to $5, retroactive to last Dec. 1.

Retroactive pay

The retroactivity clause is expected to provide average back-pay checks of $1,000, with many getting checks of as much as $2,400, the union coalition said.

In addition to the initial 85-cent raise, the workers will receive another 40-cent an hour increase in July, and a 50-cent boost in July 1989.

RWDSU President Lenore Miller compared the plight facing homecare workers today with the status of hospital workers before the union's major organizing efforts began in 1959.

"Hopefully this victory is just the first step in bringing homecare workers up to the economic standards that were achieved for hospital workers in hard-fought struggles by our international and RWDSU Local 1199 over the past 30 years," Miller said.

Continued on Page 6

Conferees must still work out loose ends in trade measure

Trade legislation shaped by House-Senate conferees is a mixed bag of provisions affecting virtually every American.

Although the broad settlement was worked out just before the Easter congressional recess, the conference committee has yet to formally sign off on the language and therefore changes could still occur.

The package may go to the House and Senate floors by late April. Lawmakers will vote to either accept or reject the bill as a whole.

President Reagan kept up his veto threat, with the White House attacking a myriad of provisions in the omnibus trade bill, especially the revised plant closing notification requirement.

AFL-CIO Legislative Director Robert McGlotten and other legislative experts combed through the bill's provisions, expressing disappointment over several major concessions to the foreign trade lobby.

"We've made no decision yet on whether organized labor will be able to support this overall trade package," McGlotten said.

Key to any chance of AFL-CIO support is the plant closing provision which, although far weaker than originally drafted, does contain the first significant legislative protection against unanticipated closures that have left workers and whole communities devastated.

The clause would require a 60-day notice of closings involving plants with 100

Continued on Page 2

Job losses skew drop in 'official' BLS jobless rate

The nation's official jobless rate edged down to 5.6 percent in March even though fewer Americans were employed, less hours of work were available and more than 1 million "discouraged workers" have given up the futile search for jobs.

Based on the Labor Dept.'s household survey, total employment dropped by 306,000 to 115.8 million while the labor force shrank even more—by 445,000 to 120.9 million. That resulted in the one-tenth of 1 percent decline in the unemployment rate.

And there were still 13.2 million persons either unemployed, underemployed, or too discouraged to look for a job.

Unemployment among black workers and teenagers both rose over the month. Black joblessness hit 12.8 percent and teenage unemployment increased sharply to 16.5 percent.

Black teenage unemployment remained at 36.9 percent after a 38.3 percent rate in February.

The Bureau of Labor Statistics pegged its seasonally adjusted figure of officially unemployed persons at 6.8 million for March.

However, only 38.1 percent of jobless

Continued on Page 6

Teamsters freight settlement to boost wages $1.05 an hour

Chicago—Wage increases that could reach $1.05 an hour along with major improvements in pension, health and welfare highlight the new three-year national master freight agreement reached by the Teamsters and trucking industry.

The settlement, covering 200,000 truck drivers and warehousemen, is up for membership ratification in a mail referendum. Results of the vote are expected to be announced in early May, the IBT said.

Details of the new provisions were explained to representatives of 277 IBT locals at an Apr. 7 meeting here.

Freight hauling firms associated with Trucking Management Inc., the industry's bargaining arm, must approve the accord.

Under the settlement, the general hourly wage rate will be increased retroactive to Apr. 1 by 35 cents. On the contract's anniversary in 1989 and 1990, cost-of-living adjustments would be made based on the consumer price index, with a maximum of 35 cents per hour added each year. The base rate is currently $14.75 an hour.

Casual employees, who work only on an hourly basis, would receive the same hourly wage adjustments, the union said.

The contract includes increased employer contributions for health insurance and pensions of $14 a week the first year, and $8 a week in both the remaining years.

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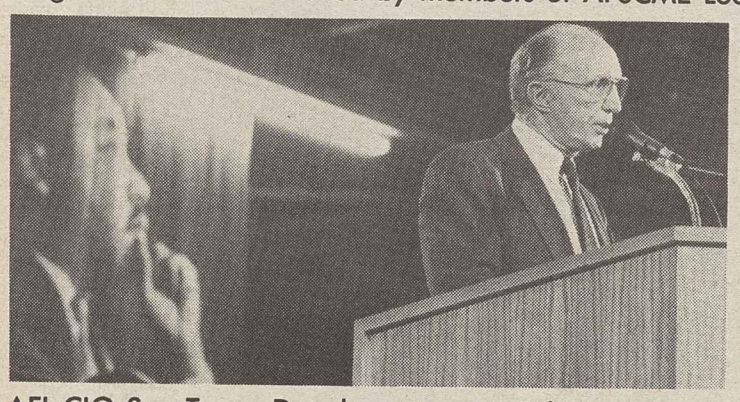
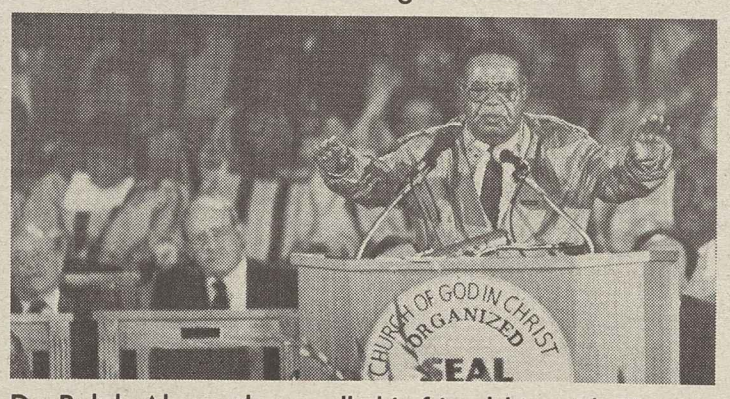
4/9/88

King memorial march is led by members of AFSCME Local 1733 and labor and civil rights leaders.



AFL-CIO Sec.-Treas. Donahue at memorial service.



Dr. Ralph Abernathy recalls his friendship with King.

Memphis vigil marks King's death

Donahue recalls civil rights leader's role in AFSCME strike

Memphis, Tenn.—In bittersweet remembrances, unioon members and civil rights activists marked the 20th anniversary of the assassination of Dr. Martin Luther King Jr. The civil rights leader was slain Apr. 4, 1968, on a pilgrimage to the city in support of striking AFSCME sanitation workers.

The memorial events included a gathering where speakers paid tribute to King and his mission, and a march through the city to the Lorraine Hotel, where King was gunned down 20 years ago.

Labor and civil rights leaders recalled the events that had brought King to Memphis 20 years ago. But they also pointed to the progress made by union members, both black and white, the respect won because of King's efforts, and the accomplishments of the civil rights coalition in carrying on King's work.

AFSCME President Gerald McEntee contrasted the mutual respect in Memphis between unions and management today with the city 20 years ago, when "workers exercising their right to protest were gassed and clubbed" and "tired, middle-aged workers were so great a threat" that National Guardsmen patrolled the streets with bayonets.

Fitting memorial

Twenty years ago, King gave his life for the cause of human dignity, McEntee said. Now, "good government and the civil rights movement and the labor movement walk the same road . . . a fitting memorial to the man and the dream that we are here to remember," he added.

Joining the service were T.O. Jones, the first president of AFSCME Local 1733 who led 1,300 black sanitation workers through the two-month strike, and Local 1733's President Taylor Roberts and its executive director, Rev. James E. Smith, who also took part in the two-month strike.

In his remarks, AFL-CIO Sec.-Treas. Thomas R. Donahue recalled how King came to Memphis, "to help black sanitation workers seeking some measure of justice." And as the strike wore on, signs appeared that read "I am a man," telling "in four words, the story of two hundred years of labor struggles," he said.

Dignity and respect

"Dr. King came to help them . . . and every action he took told them that they were indeed men," worthy of respect and dignity, Donahue declared. And they triumphed because of "the union work of T.O. Jones, Taylor Roberts and Jim Smith of Local 1733 and AFSCME leaders Jerry Wurf, Bill Lucy and Jerry McEntee, Donahue said.

Other labor speakers included Presidents Owen Bieber of the Auto Workers; Jack Sheinkman, Clothing & Textile Workers; Jay Mazur, Ladies' Garment Workers, and Howard Samuel, AFL-CIO Industrial Union Dept., and AFSCME Sec.-Treas. William Lucy. Machinists President William Winpisinger also attended, relinquishing his speaking time to others on the program.

Civil rights leaders honoring King at the service included Dr. Benjamin Hooks of the NAACP; Rev. Joseph Lowery, Southern Christian Leadership Conference, and Dr. Ralph Abernathy, president emeritus of the SCLC.

The next morning, nearly 3,000 marchers met at Local 1733 headquarters to begin their procession to the Lorraine Hotel. The march was led by an honor guard of Local 1733 members and a team of sanitation trucks, and the air was filled with music—voices singing civil rights anthems and school bands lifting somber spirits.

Participants marched under banners that proclaimed "Martin in Memphis, up from here," and while they expressed sorrow at the tragic loss, they acknowledged the advances and accomplishments blacks and whites had made by following King's example and living his dream.

At the hotel, McEntee reminded the crowd that the lesson of Memphis was more than just "a victory for the civil rights movement or the human rights movement or the labor movement." It was clear proof "that all those movements are one and that none can exist without the others," he stressed.

Following King's death on Apr. 4, 1968, President Lyndon B. Johnson directed the Labor Dept. to mediate and settle the Memphis strike. On Apr. 16, after the city granted union recognition to the AFSCME local and agreed to engage in collective bargaining and provide dues checkoff, the workers voted to end their strike.

Frontlash expands information service

For information on topics ranging from economics to child care to drug testing, students and young workers now can use Laborline, a research service offered by Frontlash, the AFL-CIO's youth organization.

The service is available to high school and college students and young workers seeking labor's perspective on political and economic issues.

Laborline's resources include congressional testimony, speeches, economic reports and studies, legislative fact sheets, and articles from the AFL-CIO News and other union publications on more than a dozen topics.

Frontlash Executive Director Joel Klaverkamp said the program is being promoted by directors from 16 state and local central bodies through meetings with college faculty, school district officials and through young worker programs in Massachusetts, Missouri and Florida.

Frontlash workers also have distributed posters and fliers on college campuses and advertised the information service in school newspapers.

Laborline has received about 70 requests so far, said program director Michael Bsharah, with labor history questions drawing the most interest. Students contacting the local or national Frontlash program will receive an information package that includes a pamphlet describing Frontlash activities, Bsharah said. The group hopes to recruit new members for its minimum wage and 1988 presidential election activities.

Frontlash outlined the new research service for union represenatives and educators attending an AFL-CIO education conference in Milwaukee.

Alien amnesty extension voted by House panel

The House Judiciary Committee approved a bill to extend by about six months the period in which an illegal worker can apply for resident status under the Immigration Reform & Control Act.

The one-year legalization program is scheduled to end May 4, but congressional sponsors and other groups have pressed for an extension, citing a slow start by Immigration & Naturalization Service officials in publicizing the amnesty program to the estimated 2-to-4 million immigrant workers who may be eligible.

INS officials have come under fire for failing to use grass-roots organizations and immigrant community resources—including churches and publications—to clear up questions and concerns about the amnesty process and changes in INS regulations.

The AFL-CIO and other labor groups had sought a one-year extension of the amnesty program. If Congress adopts the six-month extension, illegal workers will have only until Nov. 30 to apply for resident status.

Labor's commitment

Fernando Tafoya, executive director of the AFL-CIO immigrant assistance project, testified before a House Judiciary subcommittee hearing in Los Angeles on the need for an extension.

Mike Calabrese of the AFL-CIO Dept. of Organization & Field Services said the federation "is committed to keeping labor's amnesty counseling centers open to union members and the public." Even if the extension is not adopted, the labor centers will continue to provide legal assistance, including amnesty appeals, deportation defenses and a range of other programs, he added.

To qualify for legalized status under the reform program, aliens must prove that they have been living in the United States since 1982. The INS estimated that about 1.4 million persons have applied.

Ed Snider dies at 35, union photographer

New Hyde Park, N.Y.—Edwin R. Snider, a photographer who serviced New York-based unions and labor publications since 1975, died Apr. 6 at Long Island Jewish Hospital where he was being treated for pneumonia.

A number of his photographs were carried by the AFL-CIO News during the past 13 years.

Snider, who was 35, is survived by his wife Ilene, two children and his mother, Marilyn Snider. Services were held Apr. 7 in Forest Hill.

Conferees must still work out loose ends in trade measure

Continued from Page 1

or more workers, or layoffs involving more than one-third of a company's workforce, or 500 employees.

Unfortunately, there also is a "faltering company" loophole that allows businesses to escape the requirements if they are seeking new capital or business to keep operating.

Although disappointed the conferees dropped the strong Gephardt amendment to deal with the nation's runaway trade deficit, the federation has found merit in the Senate alternative adopted by the conference.

The conference committee measure would require the President to negotiate with countries to end unfair trade practices, and if unsuccessful, provide only limited ways to avoid export-based retaliation to make up for the lost trade.

"While not as strong as the Gephardt amendment, this does improve on existing U.S. trade law by requiring a measurable yardstick for success of trade negotiations," McGlotten said. It calls for increasing U.S. exports to offending countries.

During the Reagan years, a flood of imports has raised the trade gap to record levels—topping $170 billion in 1987—and wiping out millions of U.S. manufacturing jobs.

A labor-backed workers' rights section is included in the bill. It would have violations of internationally accepted labor standards considered as an unfair trade practice.

But conferees wiped out any useful language to deal with the nation's telecommunications trade imbalance.

The Electrical Workers and Communications Workers voiced strong objections, warning that the changes will continue to cause severe damage to the U.S. Telecommunications industry.

Although the trade bill provides a mechanism for trade adjustment assistance, including education and training benefits, the application of such assistance to secondary workers, whose inclusion had been strongly sought by labor, is at the discretion of the President.

In a separate action, the AFL-CIO objected to a Reagan plan for continued special trade privileges to Taiwan, Korea, Indonesia Thailand, and Turkey despite violations of internationally recognized workers' rights.

"By giving these countries what amounts to a passing grade on labor rights, the Administration is telling governments abroad that they need not worry about the crass exploitation of workers, including children," the federation pointed out.

OSHA official tips off plan to slash employer fines

A key official of the Occupational Safety & Health Administration has called for reducing penalties on employers for record-keeping violations and other offenses by grouping numerous infractions under just one citation.

Barry White, OSHA's director of safety standards, made the proposal at a Chicago conference of the American Meat Institute —an employer group comprising hundreds of meat processing companies.

Unions don't like White's plan at all. They've insisted that each violation deserves a penalty and continually opposed OSHA's grouping of violations under one citation.

"If a policeman caught you running 10 red lights, do you think he would cite you for just one?" asked Margaret Seminario, the AFL-CIO's job safety director. "You would deserve 10 citations."

Seminario noted some OSHA officials "are uncomfortable with enforcing the law even though they are the policemen of workplace safety and health."

White spelled out his proposal a few months after OSHA fined IBP Inc. $2.59 million for numerous record-keeping violations at its Dakota City, Neb., plant. Later, when it found more than 1,000 similar violations in the injuries logs at IBP's Emporia, Kan., plant, the agency issued no fine.

White attributed "the start of our record-keeping problems" to the chemical accident in Bhopal, India, where more than 2,500 persons were killed. Congressional concern that it could happen in America brought pressure for inspections of chemical facilities, White said, beginning with Union Carbide Corp., whose subsidiary was responsible for the Bhopal tragedy.

The Union Carbide penalty of $1.4 million was announced at a press conference by Labor Sec. William E. Brock. Each violation was assessed the full penalty. Six months later with no fanfare, the agency grouped 335 willful record-keeping violations found at Union Carbide's South Charleston, W.Va., plant under nine citations and proposed a $90,000 penalty.

The company settled all violations at both plants with a $408,000 payment while admitting no guilt.

White's remarks to the conference were later rebutted by OSHA Administrator John A. Pendergrass who said the agency's formula for determining penalties remains intact.

"The decision was made that we should use whatever tools we have to call attention to conditions and not just conditions in one plant, but wherever they occur. We have used and will continue to use the tools available to us in an appropriate way," Pendergrass said.

OSHA's deputy administrator, Frank A. White, said that Barry White's comments, "to the extent they suggest OSHA is equivocal about the use of instance-by-instance sanctions to maximize the impact of its penalties in appropriate cases are totally contrary to the department's position."

Service Employees campaign in 12 cities to aid janitors

Synchronized demonstrations in 12 cities—sponsored by the Service Employees' "Justice for Janitors" campaign—publicized the low wages and poor working conditions endured by janitors working for some of the nation's wealthiest building owners and corporations.

While maintenance workers and supporters in Los Angeles may have used different tactics than their counterparts in Atlanta, the goal everywhere was the same —to gain public attention and support for the janitors' cause and to press building owners to pay decent wages and provide decent benefits, SEIU Organizing Director Stephen Lerner said.

In Washington, SEIU Local 525 members met at the Cafritz Building, where the owners are well-known art patrons. Declaring that "human beings are a work of art," union members picketed Cafritz Foundation buildings, where janitors are paid the minimum wage and have no benefits.

The SEIU members also held a 24-hour prayer vigil and served an Easter holiday dinner to homeless persons in the area. Five union members were arrested following a sit-in in the building lobby.

SEIU members in Atlanta protested discriminatory hiring practices at a building owned and managed by American Express Corp. More than 100 janitors, community supporters and members of the clergy joined an evening prayer vigil and "sleep in." The next day, the protesters gathered in the lobby and sang freedom songs. Most of the demonstrators left, but four were arrested for criminal trespass—including the president of SEIU Local 679 and a local minister.

About 150 SEIU members held an all-night vigil—during a spring snowstorm—at the Denver Club, the city's most exclusive private society and the only nonunion building in downtown Denver. The SEIU Local 105 members—who earlier won a major increase in wages and benefits for 1,000 union janitors—were protesting the low wages and lack of benefits afforded the club's cleaning crews.

Statewide protest

In California, the "justice for janitors" protests stretched the length of the state, with cleaners and their supporters demonstrating against low wages and poor working conditions in San Diego, San Jose, San Francisco and Los Angeles.

On the heels of a sucessful organizing campaign in San Diego in which 400 janitors became union members, SEIU Local 102 targeted buildings served by Doral Cleaning for a prayer vigil, human billboarding and picketing during rush hours and a janitor rally and broom brigade. Six union members were arrested as they tried to meet with the building managers, and more than 150 people participated in the 48-hour event.

Union members in San Jose had the support of the Santa Clara Council of Churches and the Catholic Diocese in their march and rally, while 300 members of SEIU Local 399 targeted the Wells Fargo Building, one of the few nonunion buildings in the area.

Cleveland janitors—members of SEIU Local 47—handed out leaflets at the Sohio building, pressing Standard Oil Co. and its contractor, Systems Cleaning, to pay cleaning crews fair wages and to improve working conditions.

Other "Justice for Janitors" demonstrations were held in Pittsburgh, Kansas City, Philadelphia and Portland, Ore.

Washington prayer vigil led by Rev. Lewis Anthony.

Lorenzo rebuffed on scheme to hire scab pilots at Eastern

A federal judge handed Frank Lorenzo's anti-union management of Eastern Airlines another defeat, barring the company from hiring pilots from nonunion carriers to fly its routes during a strike.

Eastern had planned to train pilots of Orion Air, a nonunion cargo carrier, to fly its planes so they would be ready as strike-breakers if the Machinists don't reach agreement on a new contract and the Air Line Pilots honor the IAM picket lines.

U.S. District Court Judge Barrington Parker, rejecting Eastern's arguments as "completely spurious," issued a preliminary injunction in Washington against the use of Orion's planes or pilots. He agreed with ALPA's position that it would violate the National Railway Labor Act.

ALPA President Henry Duffy noted that it was the second major legal setback in less than a month for Texas Air Corp., the parent firm of Eastern.

In a separate action, the Machinists filed a federal court suit to block the dismantling of Eastern and a return of assets transferred to Texas Air.

The union contends that Texas Air has engaged in a campaign of intimidation against union workers, illegally transferred assets to other subsidiaries and violated stock rights of employees.

The IAM suit, filed in U.S. District Court in Washington, also seeks an injunction against any future transfers of assets as well as monetary damages.

Blocked shuttle sale

Earlier, another federal judge prohibited Lorenzo from going through with plans to sell off the profitable Washington-New York-Boston shuttle from Eastern to another newly created subsidiary of Texas Air. U.S. District Judge John Pratt threatened a $10,000-a-day fine unless Eastern withdrew all regulatory paperwork for such a sale.

At a federal court hearing on Apr. 5, Eastern bowed to the judge's order and said it would not take any steps to sell the shuttle to another subsidiary of Texas Air.

"It has been a long time coming, but the courts are finally taking legal notice of the abusive labor tactics being perpetrated by Texas Air's management at Eastern," Duffy said.

Labor gains

He noted that the court rulings, along with gaining momentum for legislation to order a government investigation of Texas Air, and another to have Eastern and Continental airlines considered a single carrier, "represent a significant turn of events in our ongoing labor struggle at Eastern."

Eastern started in January on the project to line up scabs from Orion.

In its court argument, ALPA said its bargaining agreement with Eastern forbids pilots who are not on the Eastern seniority list from flying for the airline, and therefore the Eastern-Orion contract was illegal.

Parker, in his ruling, said the training of Orion pilots on Eastern aircraft "constitutes a unilateral repudiation of the collective bargaining agreement. "

Senate approves bill on skilled immigrants

The Senate voted 88-4 approval of an immigration bill that would set make it easier for persons whose skills meet the nation's economic needs to come to the United States.

In a letter to senators, AFL-CIO Legislative Director Robert M. McGlotten expressed the federation's support for the measure, which was co-sponsored by Senators Edward M. Kennedy (D-Mass.) and Alan K. Simpson (R-Wyo.).

The bill would allow up to 120,000 persons to be admitted on the basis of their potential contribution to the United States. The House hasn't considered the bill yet.

Retroactive NLRB ruling blocked

No-strike decision can't be applied to 1980 OCAW case

San Francisco—A federal appeals panel said that a 1985 National Labor Relations Board ruling on "no-strike clauses" cannot be applied retroactively.

The decision stopped the NLRB from ruling that no-strike clauses also rule out sympathy strikes unless a clear exemption is made.

The panel noted, however, that it did not consider the legality of the new NLRB policy in its deliberations.

The unanimous ruling by a three-judge panel of the 9th Circuit U.S. Court of Appeals gives new life to an unfair labor practice charge filed by Oil, Chemical & Atomic Workers Local 1-547 against Chevron U.S.A. Inc.

The union brought the charge after the company, citing a no-strike clause in its contract with the union, suspended about 240 OCAW members for one day in 1980 because they refused to cross a picket line by another OCAW local at the Chevron plant in El Segundo, Calif.

The appellate court reversed an NLRB order that had retroactively applied a new policy on the sympathy strike issue handed down in the 1985 case.

In that case, involving Indianapolis Power & Light, the board ruled that a general no-strike clause in a union contract waives the employees' right to engage in a sympathy strike unless there is clear evidence that the parties did not intend the no-strike clause to have that effect.

Employer burden

Prior to that decision, the board had relied on a 1978 decision that held that broad no-strike language does not in itself constitute a waiver of the right to engage in a sympathy strike, and placed the burden on the employer to show clearly and unmistakably that a union intended to waive its right to conduct a sympathy strike as guaranteed by the National Labor Relations Act.

Judge Procter Hug Jr., in writing the appellate opinion, said it is inappropriate to retroactively apply the new Indianapolis standard in the OCAW case.

"The Indianapolis decision shifted the presumption that the board applies to no-strike clauses, and the corresponding burden of proof, 180 degrees," Hug said. "The retroactive shifting of the presumption not only ignores the parties' intent at the time the contract was made, it burdens the union with an interpretation of a clause which is exactly the opposite of the NLRB's interpretation at the time."

He noted also that, except for the fact there was a four-year delay in the NLRB hearing the case, the case would have been decided under the earlier presumption of employer burden.

Hug added that due to the court's decision to remand the case for consideration under the old policy, "it is unnecessary for us to address whether the Indianapolis standard (new policy) is proper under the NLRA."

Public TV focuses on child care

LIPA production presents union solutions to challenge

Working parents talk about how they manage the needs of their young children in "Child Care Challenge: Union Solutions," a new production of the AFL-CIO Labor Institute of Public Affairs.

The 30-minute video—part of the "America Works" series—will be broadcast on public televisions stations as part of "Child Care America," a weeklong schedule of documentaries and programs airing Apr. 10-16. A public television and child education alliance has designated that period as the "Week of the Young Child."

The production also will be used as part of the American Family Day Celebration, set for May 14 in Washington. That event, sponsored by the Coalition of Labor Union Women, will bring union families to Washington to press for answers to growing work and family concerns.

The LIPA production features union mothers and fathers who took their need for better child care and family benefits to the workplace, forming work and family committees and winning parental leave and other gains at the bargaining table.

Katie Quan of Ladies' Garment Workers Local 23-25 in New York's Chinatown tells how her union pressed for an on-site day care center, while chemical workers in New Jersey—members of the Oil, Chemical & Atomic Workers—discuss how they formed a family committee at their plant.

Aid for families

Other segments feature Rep. Patricia Schroeder (D-Colo.), who explains provisions of the family and medical leave bill now before Congress; Helen Blank of the Children's Defense Fund on legislation needed to improve child care services, and government and private employers who have taken steps to ease their employees' child care dilemma.

Also discussed are the low wages paid to child care workers. Auto Worker Nancy DeProsse notes that as a day care worker, she earned just $2.50 an hour for a 50-hour week. "It's a job people do when they're young or it's a job people stay in and live in poverty," she said.

Conducting interviews and moderating the discussion is Laverne Hancock, an animated character created by cartoonist Nicole Hollander.

The program is scheduled to run in at least 18 states. State AFL-CIOs in Minnesota and New York are underwriting some operating costs so the production can be seen in those areas.

Union members can consult their local listings for the time and date of the LIPA broadcast.

The 30-minute video is available from LIPA for $30, or can be rented from the AFL-CIO Dept. of Education.

Derailed

The Maintenance of Way Employees turned the table on an employment agency that tried to hire rail workers as strikebreakers during labor disputes.

Last year, Personal Services-Railfinders Inc. set up offices during a BMWE strike against Guilford Transportation Inc. and later during the Pittsburgh & Lake Erie Railroad strike, and advertised for experienced rail workers.

But the BMWE decided to beat the agency at its own game, and forced the company to limit its scab referral business.

When the strikebreaker service opened an office in Duluth, Minn., the local union officials rented space down the hall from the agency and sidetracked applicants on their way to Railfinders, the BMWE reported. They were given local job leads and information by the union, frustrating the agency's efforts to add to their list of strikebreakers.

BMWE locals used that tactic wherever the Pittsburgh-based Railfinders set up shop. Eventually, the personnel agency stopped trying to establish new offices, the union said.

The BMWE had charged that Railfinders rarely placed applicants in jobs but would just take their names for lists of workers that could be used as strikebreakers in the event of some future labor dispute.

Federal officials sued for stalling toxic hazard rule

Continued from Page 1

The USWA asked that the court allow the OMB director and Labor Secretary two weeks to take action to assure the complete standard goes into effect on May 23.

A key provision that OMB dumped required each employer at multi-employer worksites to provide the other employers with safety data sheets to alert workers of toxic hazards. OMB in explaining its action simply echoed employer opposition.

Other requirements dropped by OMB included:

- Coverage of any consumer product excluded from the definition of hazardous chemical under the Superfund Amendments & Reauthorization Act of 1986.
- Coverage of any drugs regulated by the Food & Drug Administration in the non-manufacturing sector.

OMB also ordered new rulemaking to reconsider the definition of "article" and directed OSHA to develop guidelines, in conjunction with the Small Business Administration and the Commerce Dept., to reduce the start-up costs incurred by non-manufacturing employers in complying with the standard.

The USWA/Public Citizen suit notes that OSHA has been petitioned by the Coalition of Construction Industry Trade Associations to stay the May 23, 1988, effective date of the standard and that it has moved to intervene in a challenge of the rule by the Associated Builders & Contractors.

That case is before the U.S. Court of Appeals for the District of Columbia Circuit, which is now considering a motion from the USWA that the contractors case be moved to the 3rd Circuit.

'Buy American' plan pressed as crucial in public projects

"Buy American" provisions are a crucial part of legislation to rebuild the nation's highways, bridges and water systems and should be strengthened, the Steelworkers told the a House Public Works & Transportation subcommittee.

Joining the USWA in testimony at the oversight hearing was Rep. Joseph M. Gaydos (D-Pa.), chairman of the congressional steel caucus.

Kenneth S. Kovack, USWA assistant legislative director, pointed out that most countries have adopted "buy national" programs, limiting "the amount of government procurement which is available to foreign bidders."

The "Buy American" provisions are particularly important for U.S. workers and industries at a time when foreign countries are expanding their steel-making capacity and other manufacturing while the United States adheres to trade policies that caused a record $171 billion deficit last year, he added.

Job losses in auto, textile, shoes and steel industries have been staggering, he declared, and supply firms and transportation providers also have been hit, Kovack said. But Buy American provisions of both the highway and surface transporation laws have staved off some job losses, he said, citing a Federal Highway Administration estimate that nearly 3 million tons of steel—and 6,000 basic steel jobs—are needed each year for federally funded highway and mass transit projects.

Kovack expressed concern over Transportation Dept. attempts to exempt contracts under $500,000 from the Buy American requirement, pointing out that the DOT regulation would have affected 60 percent of those contracts. He reminded the committee that DOT tried to dump all Buy American requirements from surface transportation legislation passed last year.

"This disaffection with the Buy American provision expressed by the government gives us cause to wonder how seriously DOT implements the law," Kovack said, questioning how thoroughly the Transportation Secretary enforces the law's requirement that Buy American provisions apply to the "purchase and leasing of all equipment."

In his testimony, Gaydos noted the link between a strong economy and healthy domestic industries and stressed that Buy American provisions create a level playing field for the products used in highway and bridge maintenance and construction.

Insurance policy

Far from being "protectionist and anti-trade," the Buy American requirements can be considered as an "insurance policy that provides security in the market place for U.S. manufacturers and American workers," he said. The provisions "do not prevent foreign goods from entering U.S. markets" but keep some of those markets and jobs for U.S. manufacturers and workers—"a sound economic policy," he added.

Gaydos outlined the domestic steel industry's effort to modernize and upgrade facilities and pointed out that U.S. steelmaking is still the most productive in the world.

But "unless the federal government continues its efforts to limit the flow of our tax dollars to purchase foreign products at unfair or illegal prices, the steel industry cannot expect to see this kind of progress continue, despite the industry's best effort," Gaydos stressed. "This is where strong 'Buy American' provisions become important to American industries," he added.

Teachers expand rolls to 665,000 members

The Teachers gained 25,000 new members last year, including elementary and secondary school teachers, doctors and health professionals and state employees.

In 79 new unit elections, workers voted for AFT representation 75 percent of the time, giving the union a win in 59 elections.

The AFT also won bargaining rights for units representing 32,000 public and professional employees.

The 1987 gains boosted the union's membership to 665,000.

The union's organizing victories have included:

- A unit of 1,100 college professors at Temple University in Pennsylvania and 1,500 faculty members at San Diego Community College.
- A vote by the 220-member Florida Federation of American Physicians & Dentists to affiliate with the AFT.
- A vote for AFT representation by 326 nurses at Memorial Hospital in Pawtucket, R.I.

Crackdown needed on meatpacker safety violations

The Occupational Safety & Health Administration should target the meatpacking industry for special inspection emphasis and establish minimum standards for safety and training of workers in "the most dangerous industry in America," declared a report by the House Government Operations Committee.

The 55-page report, "Here's the Beef" covers underreporting of injuries, OSHA's policy of exempting companies from programmed inspections based on injury records and unsafe condition in the meatpacking industry. It focused on IBP Inc., the nation's largest meatpacker. Annual injury rates at IBP are more than 30 for each 100 employees, and the company was fined $2.6 million last year for underreporting serious job-related injuries and illnesses.

The committee scored OSHA's policy of using employer-kept injury logs to determine whether to inspect facilities. In an eleventh-hour attempt to deflect criticism, OSHA dropped that policy on the same day the full committee approved the report. Now OSHA requires its inspectors to conduct full walk-arounds at all plants targeted for general inspections.

The hearings were prompted by Food & Commercial Workers' charges that high injury rates and dangerous working conditions at IBP plants were being masked by the failure to maintain OSHA injury logs properly.

UFCW President William H. Wynn commended the Government Operations Subcommittee on Employment & Housing for identifying the "inherent fallacy in OSHA's reliance on employer-kept records in determining whether to inspect plants for health and safety problems."

He stressed that the problems identified by the report "go beyond any single employer. The report is an indictment of the health and safety practices of the nation's most hazardous industry."

More inspections

Wynn urged OSHA to heed the subcommittee's call for an immediate special emphasis on meatpacking. "A full-scale investigation of every plant must be a priority, and the OSHA inspection force—decimated by Reagan budget cuts—should be doubled," Wynn said. "The slaughter of workers in America's slaughterhouses must stop."

Wynn expressed the union's deep concern about the "epidemic of carpel tunnel syndrome, an injury caused by the repetitive motions demanded of packinghouse workers. The industry can no longer deny the existence of this disabler of thousands of workers."

Testimony before the subcommittee detailed the working conditions that led to the many injuries. The graphic descriptions of on-the-job injuries prompted nine Republican committee members to issue a separate statement charging that the report relied too much on "emotional testimony" of employees from one company—IBP.

Rep. Tom Lantos (D-Calif.), subcommittee chairman, described how workers at IBP "stand crowded next to one another, work on slippery floors in cold temperatures, and are required to make precision cuts with razor sharp knives, as many as five cuts in 15 seconds at different angles."

As meatpackers continue to boost production line speeds, the chances for severe injuries to workers also go up, he noted.

Employee turnover rates in meatpacking plants are higher than 80 percent a year, according to the report. An attorney who worked undercover at a Kansas meatpacking plant reported that turnover rates of more than 100 percent are common and at one plant it was higher than 500 percent.

Such turnover rates, Lantos emphasized, add to the workplace dangers as new employees only view a training film before being put on the production line to "learn by doing and by watching the person next to them." He added, "New workers at McDonald's receive more training in cooking hamburgers than new workers at IBP receive in using razor sharp knives to cut the meat that becomes the hamburger."

Empty excuses

The report stressed that OSHA regulations for recording workplace injuries are fairly easy to understand and employer excuses about not knowing whether to record certain injuries are a smokescreen. It pointed out that at IBP, injuries including cuts, broken bones, severely strained backs and amputations were among those not recorded. To remedy employer bewilderment, however, the committee recommended OSHA set up a 24-hour hotline to answer questions.

The committee stopped short of seeking a perjury investigation against IBP officials who erroneously testified last May that only one injury log was being maintained by the company in 1985 and 1986. Later, top IBP officers explained that the earlier testimony was incorrect.

Union alliance keyed to wood product talks

Faced with a heavy bargaining schedule with the forest products industry through 1989, the Carpenters and Paperworkers have established a joint committee to develop negotiating strategies.

Carpenters President Sigurd Lucassen and Paperworkers President Wayne E. Glenn announced creation of the coordinating panel to carry out joint programs with the industry.

"It has become clear during the last several years that no union alone can withstand the challenges of unwarranted corporate takeback demands, union-breaking tactics and threatened mill closings with job blackmail threats," said Lucassen.

Glenn noted that prolonged and bitter strikes in the paper industry have shown that alliances must be formed to defend collective bargaining agreements "against powerful and greedy corporations bent on rolling wages and working standards back to the turn of the century."

The two unions announced a special "BE & K Alert" calling on union locals to notify the headquarters office when the construction company, BE & K, appears at a papermill.

The Solidarity Committee identified BE & K as a contractor that has undercut union construction standards and provided strikebreaking services to paper companies.

Renegade contractor

"Our two unions are turning up the heat on BE & K to make sure paper companies realize they'll have genuine problems if they try to bring in this renegade contractor," said Lucassen.

Mutual bargaining assistance programs have already been carried out at Champion International Corp. and Georgia-Pacific Corp. mill locations, and will be escalated as the negotiations schedule intensifies.

"We want the big integrated companies like Boise Cascade, Champion, Stone Container, International Paper, Georgia-Pacific and Weyerhaeuser to understand that they will no longer be permitted to separate one or two mills from the others and extract unreasonable concessions," the union presidents said.

West Virginia union members rally at state capitol in Charleston.

West Virginia labor rallies to whip 'right-to-work' bills

Charleston, W.Va.—As the state legislature worked through the closing days of its 1988 session, hundreds of union members packed a Senate labor committee hearing to help beat back a series of anti-labor bills.

The State AFL-CIO headed off the major effort of the West Virginia "right to work" lobby for passage of an anti-collective bargaining measure and defeated the anti-union group's call for an open shop referendum in November.

As the legislative session ended, the labor federation also gained job protections and benefits for public employees, and improvements in the workers' compensation program.

Nearly 1,300 members of AFL-CIO affiliates and the Mine Workers pressed lawmakers to spurn the three anti-labor measures sponsored by Sen. M. Jay Wolfe (R), who branded the workers attending the hearing as "thugs."

With the committee refusing to report out any of the measures, Wolfe bypassed the committee and introduced on the Senate floor his bill to allow counties to restrict collective bargaining rights, a repeat performance of his action in the 1987 legislative session. The bill won just three votes this time, one less than last year.

Also defeated was a back-door attempt to get the right-to-work issue on the ballot through a proposed constitutional amendment that would permit 5 percent of the voters to mandate a referendum. Exempt from the referendum requirement, however, would be all laws pertaining to "the public peace, health or safety, the recall of any public official, and any measure affecting taxes, fees or other revenues," the State AFL-CIO noted.

Public worker gains

Gains for public employees include layoff and recall protections, a grievance procedure, optional early retirement, a pilot day care project and reorganization of the state public employees' insurance system.

Lawmakers adopted, with labor's backing, a state building code, improvements in workers' compensation, and a solid waste disposal measure that will maintain jobs in the state's glass and metals industries.

The legislature may hold a special session in May to address revenue concerns and education reform, the State AFL-CIO said.

Labor Dept. suit smacks IBP Inc. on wage chiseling

The nation's largest meatpacker, IBP Inc., has been accused in a Labor Dept. suit of cheating thousands of employees out of more than $20 million in overtime pay at 10 of its nonunion plants in Idaho, Iowa, Kansas, Minnesota and Nebraska.

The suit, filed in U.S. District Court in Kansas City, Kan., was based on charges made by the Food & Commercial Workers that the company required employees to spend up to two hours a week putting on, taking off and cleaning safety equipment and sharpening knives—all without pay.

The Labor Dept. suit charged IBP with "repeatedly and willfully" violating federal laws requiring employers to pay time-and-a half for work over 40 hours a week. Unpaid overtime, dating from April 1985, is owed to between 20,000 and 70,000 current and former employees, according to the Labor Dept. UFCW's lawyers estimated that the backpay award would run between $20 million and $43 million.

The company was fine $2.6 million by the Occupational Safety & Health Administration last summer for job safety and record-keeping violations at its flagship plant in Dakota City, Neb.

OSHA had initiated its safety investigation of IBP based on evidence that the company maintained two sets of job injury and illness logs—one which omitted hundreds of injuries and downplayed the seriousness of those recorded was the one showed OSHA inspectors who did record checks to determine whether to perform full inspections.

Bricklayers rap nonunion training schemes

Columbus, Ohio—Bricklayers President John T. Joyce lashed out at efforts to promote nonunion apprentice programs, telling 2,000 union members at a rally that it could lead to a weakening of the entire brick industry.

Joyce said the nonunion programs provide "pseudo-training that wastes tax dollars, prevents our industry from growing and rips off the bricklayers and the general public."

Bricklayers from union locals in five states protested a seminar conducted by nonunion contractors and materials manufacturers to examine ways to promote nonunion apprentice programs.

He pointed out that the Bricklayers already have a training program in place under the aegis of the International Masonry Institute that is the product of union-employer cooperation and meets the training needs of the entire industry.

Joyce said the nonunion process hurts members in four ways—it misuses tax dollars, produces poorly skilled or partially skilled workers who drag down the wage levels without reducing the cost of construction, fragments scarce industry resources, and causes a decline in the quality of brickwork that leads to a weakening of the entire brick market.

"Mr. and Mrs. Homeowner get a poor quality house that costs just as much as a good quality house because it has been built by inefficient and partially trained bricklayers," Joyce said.

Bricklayers from five states protest nonunion apprentice programs.

Community support bolsters GE strikers

Cincinnati—A protest sponsored by the Cincinnati AFL-CIO and community allies drew hundreds of unionists and their families after police brutality drew attention to a strike at a GE plant here.

More than 7,000 members of the Auto Workers and Machinists are in the third month of the strike against a GE aircraft engine plant. The strike was caused by the firm's use of outside contractors and its plans to sharply reduce job classifications.

The unions said that since the beginning of the strike, pickets have been harassed, and in one instance, physically injured by members of the Evendale Police Dept.

The walkout, involving more than 6,000 members of UAW Local 647 and 1,500 members of IAM Locals 912, 789 and 162, followed the company's replacement of IAM members with nonunion workers and its insistence on consolidating 84 UAW job classifications into 32.

On Mar. 6, UAW member Judy Hurst was questioned in the union hall's parking lot by police who claimed she had been speeding when returning to the hall with sandwiches.

Upon questioning discrepancies among the officers over how fast she had been going, she was handcuffed and thrown to the ground before being taken to the police station, where another union member said he saw her being hit in the face by police.

Hurst was treated later at the hospital for a broken nose and cuts.

Last month's New York demonstration bolstered contract drive for homecare workers.

Homecare unions win 52% boost in 3-year settlement

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Dennis Rivera, executive vice president of RWDSU Local 1199, called the package a major breakthrough in the home care workers' "journey out of poverty," and praised New York Gov. Mario Cuomo for his role in working out the agreement.

The benefits package includes new health and medical coverage—a key union goal—as well as dental, eye and death benefits. Basic coverage will begin in July.

The agreement was worked out with the Home Care Council of New York City which represents nonprofit agencies under contract to the city.

During the campaign for an agreement, the RWDSU, AFSCME and OPEIU and the employer council sponsored large newspaper ads urging the city and state governments, which provide the partial funding, to approve the improvements.

They received wide community backing, including editorials in the city's major newspapers to support the breakthrough agreement.

The state pays 40 percent of the wages and the city picks up 10 percent. The rest is paid by the federal Medicaid program.

House votes bill prohibiting use of foreign scabs

Before its Easter break, the House voted 302-114 to prohibit U.S. airlines and ships from hiring foreign workers as scabs during strikes or lockouts.

The measure was adopted in response to Trans World Airlines' scheme to use foreign workers on international flights—originating or ending in the United States—during the 1986 strike by TWA flight attendants.

The bill's chief sponsor, Rep. Marge Roukema (R-N.J.), said TWA used a loophole in the immigration law to evade restrictions on hiring non-immigrant aliens during labor disputes. "This bill will protect our workers from unfair foreign competition when they are involved in a labor dispute," she said.

Many of the striking TWA flight attendants—members of the unaffiliated Independent Federation of Flight Attendants. —live in Roukema's congressional district.

Opponents of the measure sought an exemption for foreign crew members already on the job at the time of a labor dispute. But Roukema pointed out that carriers could begin hiring strikebreakers before a strike or lockout got underway, especially since the Railway Labor Act requires unions to give a lengthy advance notice of intent to strike.

The bill does not prevent employers from hiring American workers as strikebreakers. Companion legislation has not yet been introduced in the Senate.

Louisiana pushed to upgrade workers' compensation plan

Baton Rouge, La.—The Louisiana AFL-CIO convention petitioned newly seated Democratic Gov. Buddy Roemer to make immediate changes in the state workers' compensation law which has cost injured workers more than $600 million since business-backed reductions were adopted five years ago.

In other key resolutions, the 400 delegates:

- Supported proposals for both a statewide lottery and casino gambling in Orleans, Jefferson and St. Bernard Parishes to assist the state in its financial crisis.
- Opposed a proposal by the governor to merge the state Depts. of Labor and Commerce, saying it "is not in the best interests of the workers of Louisiana nor the state itself."
- Assailed a proposed repeal of the Louisiana's prevailing wage law on state-funded construction projects.
- Urged that any cuts in the state budget be made "judiciously and humanely so as not to disrupt or add to the onerous burden borne by the working class," especially social programs for food, shelter, clothing, medical care and education.

Lost benefits

In passing the workers' compensation resolution, the convention noted that at least $600 million in benefits had been lost to injured Louisiana workers because of inhumane changes made in the law in 1983 at the urging of former Republican Gov. David Treen and the Louisiana Association of Business & Industry.

Contrary to their intent, the changes actually have raised the costs to the employers because of rate increases, the convention said, and caused further pain and suffering to injured workers and their families.

Victor Bussie was re-elected to his 33rd one-year term as state president and John Bourg to a second term as secretary-treasurer.

During the three-day convention, delegates heard Louisiana Democrats Sens. J. Bennett Johnston and John Breaux and Rep. Jimmy Hayes assail Reagan Administration trade policies, the growing national debt, and opposition to an increase in the minimum wage.

In his remarks to the convention, Johnston explained the failure of President Reagan's policies to bring the nation's debt under control by increasing military spending and cutting back on many needed programs for heath and safety, housing, mass transit and rural areas.

"As the twilight shadows deepen on this Administration, much of this defense bravado is being replaced by the cold reality of budget numbers," Johnston said.

Minimum pay hike

Breaux, who won election to the Senate in November 1986, decried opposition to labor-backed legislation to increase the minimum wage from its current $3.35 an hour.

"We hear all those horrible stories about how a minimum wage increase of 50 cents is going to cause hundreds of thousands of people to lose their jobs," Breaux said. "We have an obligation to take care of people, not with just play jobs, but with jobs that pay a decent living that they can bring the groceries home to the children and the family."

Breaux also denounced Reagan's attack on the plant closing provision in the pending trade bill. The clause would not cause government interference in business anymore than tax cuts did, he pointed out.

Hayes, a House conferee on the trade bill, pointed out to the delegates the unfairness of trade policies that allow U.S.-made goods to be banned from Japan, Korea, Taiwan and other nations, while low import fees are placed on imports into this country.

"We pay a dear price for still believing it's 1945," Hayes said. "We have allowed the State Department to run our trade policy as if these countries are being rebuilt, as if the Marshall Plan is still necessary."

Shanker spurs innovations in public schools

Public schools need to widen their scope of educational opportunities to benefit a majority of students overlooked by reforms during the past five years, Teachers President Albert Shanker recommended.

Speaking at the National Press Club in Washington, Shanker outlined the AFT's concept of "schools within schools" that provides for teachers to create autonomous programs.

Many of the changes in education, including stricter curriculum and teacher standards, have been brought about by state legislatures reacting to federal commission reports of "a rising tide of mediocrity" in the nation's schools, Shanker noted. While improvements have been made—mostly in lengthening the school-day, tightening student promotion standards and merit pay—the changes have tended to benefit only students who are able to learn in conventional classroom settings, he pointed out.

"Essentially we have one remedy, one pill, one way of teaching, and we say there is something wrong with the kids if they don't respond to the pill," he said.

Shanker advocated that small groups of teachers and administrators, "who have a special understanding" of what works with their students, plan and set in place a "customized" course of study in individual schools. The program—designed by 6-12 teachers—would be subject to approval by other teachers, administrators and the school board, he said.

Aiding students

The programs should be structured to aid students of diverse backgrouds with a wide-range of skills, and not concentrate only on elite or disadvantaged pupils, Shanker said.

He cited AFT demonstration projects in Florida, New York, Indiana and other school districts where teachers have restructured learning methods and made curriculum changes. Shanker stressed that school administrators must give the experimental programs time to work, as long as teachers are willing to participate and parents continue to enroll their children.

Shanker said the AFT will ask local unions to develop proposals for teacher-organized "schools within schools."

FAA prodded to step up commuter line safety

The Air Line Pilots called on the Federal Aviation Administration to broaden its compliance inspection of commuter airlines to include an examination of regulations that are not as strong as those governing major airlines.

The ALPA urged the agency to look into its regulations particularly regarding pilot flight and duty time, aircraft certification and pilot training. ALPA President Henry A. Duffy said, "Airline pilots believe that there should be one set of rules, the most stringent ones, governing all scheduled passenger airlines."

The commuter airlines are regulated under Federal Air Regulations Part 135, while the major carriers are regulated under more stringent rules in Part 121.

"If the intent is to improve the commuter safety record, the FAA must improve the commuter safety regulations," he said.

Unemployment rate dips despite job losses

Continued from Page 1

workers are receiving unemployment benefits, according to AFL-CIO benefits specialist James Ellenberger. That means that six of every 10 jobless were denied compensation.

The average workweek fell to 34.6 hours, down from February's 34.8 hours. Manufacturing hours also slipped, dropping slightly to 40.9 hours.

Discouraged workers, those that have stopped looking for work because they feel they can not find a job, still tallied more than 1 million persons at the end of the first quarter of 1988, a jump of 117,000 from the previous quarter with men accounting for most of the increase.

The National Committee for Full Employment noted that part of the sharp decline in the labor force can be attributed to the rise in discouraged workers and the 5.3 million persons working only part-time because they cannot find a full-time job.

Disguised joblessness

AFL-CIO economist Mark Roberts called the 5.3 million part-time workers who would like full-time work "disguised unemployment" because BLS simply counts them as employed when computing the monthly jobless rate. "It does not tell the full story," Roberts said.

Causing a good bit of confusion was a separate survey of businesses that showed an increase in payroll employment of 260,000 since February, mostly in the service sector.

Even that survey, however, showed no gain in manufacturing employment in March, as the Bureau of Labor Statistics noted that jobs in that sector "has slowed in recent months."

Construction employment in the business survey showed a puzzling 80,000 gain, but that may be misleading since there were sharp drops in housing starts in December and January.

News from financial sector continued to be gloomy as employment there dropped for the second straight month in the aftermath of the October stock market crash.

And in figures on the major states, Ohio showed a sharp increase to 7.7 percent from February's 6.4 percent level, while New Jersey also experienced a sizable jump of more than one-half point to 4 percent in March.

AMERICA'S NEEDS

JOBS AND PRODUCTIVITY

Working Smarter Requires Investment

Workers and their unions want higher productivity. It should mean higher pay and more jobs.

Too often it means job loss or downgrading.

Higher productivity can open up new jobs, make work safer and easier, bring more leisure, and raise living standards.

But higher productivity can also injure workers—with loss of jobs, loss of earnings, downgrading of skills and experience, and new toxic threats in workers' safety and health.

The long-run benefits of rising productivity are easier for workers to accept if they know they won't lose their jobs as a result of the productivity improvements.

Workers want to share in the gains from productivity—but they don't want to pay for the employers' gains by losing their jobs.

Too often the call for "increased productivity" is a catch phrase used to justify attacks on laws protecting workers' safety and health or attacks on laws protecting the environment.

Productivity goes up when better ways are found to produce goods and services, raising the output of each worker for each hour worked.

Often that means new machinery or other ways the flow of work is improved.

And productivity goes up when workers are better trained and better educated.

Working smarter is the key to productivity gains. But too often, the call for "productivity" is only a call for working harder—usually for someone else to work harder or sweat more.

Human capital is the most important element in productivity growth. Educated, experienced, and skilled workers are highly productive workers.

Union Role

Union workers are more productive than nonunion workers.

This is the conclusion of a number of academic studies.

Charles Brown and James Medoff in 1978 found unionized establishments 20 to 22 percent more productive than non-union establishments.

Kim Clark's 1979 study of the cement industry found unionized plants 6 to 8 percent more productive than non-union plants.

Steven G. Allen's 1979 study of unionized and non-unionized workers in the construction industry found union operations 29 to 38 percent more productive than non-union operations.

Why is this the case?

Brown and Medoff think seniority systems and reduced turnover add to productivity, raise morale, and increase informal training and interchange of information among workers.

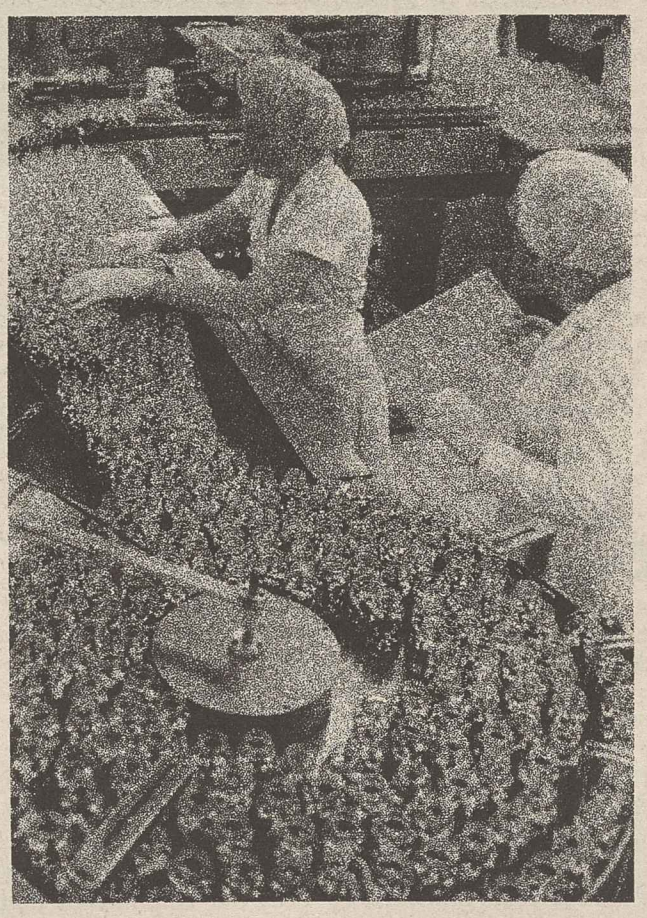
High wages add to productivity. In fact, high wages are both cause and result of higher productivity. The fact that union workers are paid more and produce more points up that managers can think of labor as an investment rather than a cost.

Job Loss

America must face the fact that rising productivity can bring more output with fewer jobs.

Too many employers will pocket higher profits and lay off workers instead of lowering prices.

And changes in technology, in the number of workers



employed, and in the location of production and jobs are causing massive dislocation, job loss, and unemployment.

The nation's programs of assistance to dislocated workers must be vastly expanded. The current $200 million dislocated worker program under the Job Training Partnership Act should be expanded along the lines of the $1 billion "worker re-adjustment assistance program" set forth in the omnibus trade bill now before Congress.

Cut Hours of Work

One part of the solution to stop job loss from rising productivity and to create more jobs is to cut hours of work.

This can be done by cutting the standard workweek with no cut in take-home pay.

Hours of work can be cut also by more paid holidays and vacations—by cutting work time over the year.

But employers—instead of cutting hours and increasing leisure of workers—too often are demanding that workers spend more hours on the job.

Americans still work the 40 hour week and often are working compulsory overtime.

A slow but steady increase in holiday and vacation time in the 1950s, the 1960s, and the 1970s was reversed in the 1980s.

Unions continue to ask Congress for action to shorten the standard workweek and to increase the overtime penalty rate so employers will hire more people instead of forcing currently employed workers to work overtime.

Jobs and Productivity

America's unions will continue to support efforts to raise productivity—because rising productivity is a key source of wage gains, rising living standards, and job security—if gains are shared fairly.

Collective bargaining can help cushion the adverse impact of rising productivity with job protection, income protection safety and health protection, retraining and relocation and other forms of assistance to displaced workers.

But a full employment economy is an essential environment for collective bargaining to be effective in assuring workers their fair share of productivity gains and in protecting workers from job loss as productivity rises.

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MEMO FROM COPE

A bird? A plane? A union member?

IT'S 'SUPER-VOTER'

You enter the voting booth, a typical meek, mild-mannered union member (you can already tell some of this is fantasy). You close the curtain. You scrutinize the panel before you. You flick a series of little levers, selecting the candidates you support. You double-check to make sure you haven't missed any. Satisfied, you grasp the large lever that opens the curtain. You pull. The curtain draws back.

Suddenly, you burst from the voting booth transformed. No longer the typical meek, mild-mannered union member, you are:

SUPER-VOTER.

Okay, a mild exaggeration. But the identification stands up under examination. What follows demonstrates how union members' votes are indeed "super votes" in that they take on greater political strength than their numbers relative to the whole voting population.

And the point of this little exercise in arithmetic is the already well-understood notion—which is reaffirmed here—that high registration and turnout among union members are essential to the success of union-endorsed candidates for all offices, from probate judge to President.

Here's how the strength of union member votes increases before your very eyes when the registration and get-out-the-vote jobs are done right:

Take a hypothetical voting jurisdiction. In it are one million folks by age, residency, and citizenship eligible to register and vote.

Of the million, 100,000 are union members. (Not a far-fetched or bloated figure at all. The one-in-10 ratio of union member to over-all eligibles approximately prevails in a great many jurisdictions and in such major population states as Illinois, Michigan, New Jersey, New York, Ohio, Pennsylvania, Indiana, Wisconsin, Missouri.)

Next numbers (which, along with others, are laid out in the chart below): Applying voting participation percentages from the 1984 presidential election, figure 52 percent turnout among the 900,000 eligibles who are not union members—subtracting out the higher percentage union vote. That gives you 468,000 who voted.

Now, figure 65 percent turnout among the 100,000 voting-age union members in the jurisdiction (on average, union members vote in percentages 12-15 points higher than the electorate at-large; here, the lower figure is used). That's 65,000 union member votes.

Thus, as the chart shows less wordily, the strength of member voting within the jurisdiction goes from the potential-vote ratio of one-to-nine among all who *could* vote to an actual ratio of one-to-seven among those who *do* vote.

Sounds like just a modest difference, doesn't it? Actually, it's a gain in relative voting impact by union members of *22 percent*—and that's hefty.

Factor it out over many millions of voters nationwide and you have what *can be* the decisive votes in a presidential election. Indeed, you have what *are* the decisive votes for union-endorsed candidates in a great many U.S. House and Senate, and lesser-level, elections.

(Of course, not all union members vote for labor-supported candidates. But most do: 76 percent for endorsed Senate candidates in 1986, 70 percent for endorsed House candidates. Surely, too, union endorsed candidates pick up a goodly share of votes from the at-large voting group.)

The 12-15 point higher union member voting performance is built on a similarly higher percentage of registrants. So success all hangs on registration and getting out the vote—a fact to remember and do something about between now and election day November 8.

When you score in both departments—registration, union member voter turnout—"Super-Voter" rides again!

HYPOTHETICAL JURISDICTION

Total elig. voters	**one million**
Total union	**100,000**
Total not union	**900,000**
Ratio	**one to nine**
% union voting	**65**
% not union voting	**52**
No. union voting	**65,000**
No. not union voting	**468,000**
Ratio	**one to seven**
Union gain in voting strength	**22%**

Snip 'em and Post 'em

Following are two items union editors can use in their publications as editorials—and/or these can be clipped and posted on union hall and job site bulletin boards. One deals with the importance of union member registration and voting participation, the other with the need for voluntary political contributions by members to their union political action committee to help fund pro-worker candidates. (Please note: *Any* material seeking political contributions must use precise language at bottom of fund-raising editorial concerning non-deductible nature of such contributions. Be sure to include where designated the proper name of the union PAC.)

'Hand That Casts Ballot' Decides Nation's Destiny

President Harry Truman said: "It is not the hand that signs the law that holds the destiny of America. It is the hand that casts the ballot."

"The hand that casts the ballot."

Hey . . . that's *us!*

At least, it *should* be us . . . especially this year, when it's crucial that we and other working people help elect a President and a Congress who'll get this country moving forward again: On jobs, education, fair trade that helps American workers, health care, tax fairness, a whole range of other issues that hit close to home for us and our families.

So it's important that the "hand that signs the law" in the years immediately ahead is that of a person in the White House who puts the interests and well-being of workers and other average Americans at the top of the priority list.

This means that every one of us should be registered so that we can vote next November.

Now, some of you might be saying to yourselves, "Why should I bother? My one vote won't count for much."

Wrong! One vote counts!

Ask Frank McCloskey. He's a U.S. Representative from Indiana. When he first ran for the House in 1984, it took a count, recount, re-recount and, finally, a decision by a committee of the House itself certifying McCloskey the winner *by just four votes out of more than 233,000 votes cast.*

There's more:

- John F. Kennedy won the presidency in 1960 by less than one vote per precinct nationwide—about 110,000 out of more than 60 million votes cast.
- Lyndon Johnson won his first U.S. Senate race by fewer than 100 out of more than one million votes.
- Howard Coble (N.C.) was re-elected to the House in 1986 by 60 votes out of more than 145,000.
- John Durkin thought he'd won a U.S. Senate race by two votes in New Hampshire in the early 1970s, fell behind by four votes in a recount and went ahead again by 10 votes in a second recount. It took almost a year before another election was called to settle that one.

Thousands of contests from U.S. Senate and House to state legislatures, governors, mayors, city councils, etc., have been decided by a mere handful of votes.

So, one vote *does* count. *Your* vote counts.

REGISTER NOW . . . VOTE NOVEMBER 8.

Politically, You Can Be 10 Feet Tall

In 1986 elections, for every dollar union political action committees (PACs) were able to contribute to *pro-worker* candidates, opposition PACs—those of the corporations, the trade groups and the far right wing—ponied up five for *anti-worker* candidates.

That's a whopping difference. And their money advantage helped *their* candidates win some key elections.

It's a darn shame for *any* election to be settled by money. Elections should be determined by votes, not the green stuff.

But it's not a perfect world and money, like it or not, plays a big role in politics.

So, until it doesn't, we have to be in a position to help candidates endorsed by our union. They don't have the fat cats in their corner, or the big corporations and their allies. They count on us.

There's no way in the world we'll ever completely make up that 5-1 margin the other PACs have over worker PACs. But maybe we *can* whittle it down some to help our candidates be more competitive with theirs.

Why is this so important? Because the more friends we help elect, the better government we're going to get.

Working people like us face a lot of problems—getting and affording good health care, educating our kids, paying for housing, keeping our jobs and improving the pay and conditions we work under, security when we retire.

These and a lot of other things that hit close to home for us and our families are affected by what our elected officials do. Time after time, a direct link is crystal-clear between votes cast on election day by citizens and action in legislatures, the governor's office or the White House by elected officials.

We want to be able to help candidates who are workers' friends as much as we can. One way is with our votes. The other way is with our funds. That's where you come in.

Our union asks every member to contribute to our PAC—whatever you're willing to give—or to check off your contribution on a regular basis. Funds our PAC receives from the members go to help the kind of candidates—from either party—that put the concerns of workers and our families at the top of their priority list.

When each of us pitches in with a contribution to our union PAC, we all reinforce one another. It's another way of saying "in unity, there is strength."

Contribute to our union PAC. Politically, it helps make you stand 10 feet tall.

Contributions or gifts to (name of your union PAC) are not deductible as charitable contributions for federal income tax purposes.

Court bolsters job rights on short line railroads

Philadelphia—The sale of a "short line" railroad doesn't deprive workers of their job rights and union protection, a federal appellate court ruled.

The immediate effect of the 2-1 decision by the 3rd Circuit U.S. Court of Appeals is to block the sale of the Pittsburgh & Lake Erie Railroad until an agreement is negotiated covering the jobs and working conditions of its 750 employees.

Railroad unions welcomed the ruling as a major breakthrough.

If the decision becomes a nationally accepted precedent, as the unions anticipate, it will mean that sales of short lines—small railroads and branch lines of larger systems—will no longer be a license to tear up union contracts, slash jobs and cut pay.

That's what's been happening across the country as the result of the Interstate Commerce Commission's refusal to require worker protections as a condition for the sale or acquisition of a railroad.

The Railway Labor Executives' Association, which carried on the legal battle on behalf of the 14 railroad unions with members on the P&LE, said the appellate court ruling should "put a stop to rail sales structured solely to break union contracts."

The court held that Congress did not nullify requirements of the Railway Labor Act when it eased the regulatory restraints on changes in railroad ownership.

A railroad's decision to sell its assets and eliminate jobs is clearly a "major dispute" under the RLA, the court held, and therefore "the railroad must bargain over the effects of that decision."

The law requires the parties to "maintain the status quo, including the existence of current jobs and rates of pay, while the bargaining process is pending," the appellate decision noted.

It provides a mediation process and the possibility of arbitration if the parties can't reach an agreement. If the deadlock continues, the parties are eventually free to take "self-help" actions; management can impose its terms and the unions can strike.

The P&LE refused to follow this process last September when it announced that the 121-mile line was being sold to the Chicago West Pullman Transportation Co. and that the jobs of 500 of the 750 workers would be eliminated. The 14 unions struck, touching off a battle of injunctions that first favored the unions but then sided with the company position after the In-

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AFL-CIO news

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SATURDAY
APRIL 16, 1988

AFL-CIO LEGISLATIVE ALERT!

PAGE 8

Trade deficit triggers shock waves

Congressional resolution focusing on family needs is described by Sen. Edward M. Kennedy (D-Mass.), a cosponsor. With him are two other Senate sponsors, Barbara A. Mikulski (D-Md.) and John Heinz (R-Pa.).

Bipartisan resolution spurs American Family Celebration

Growing momentum for the May 14 American Family Celebration in Washington received a major boost from Capitol Hill with bipartisan endorsement of the coalition's goals by key Senate and House leaders.

Busloads of families from throughout the eastern half of the United States are expected to gather on the Mall near the Washington Monument to direct attention to the need for a national family policy.

The events are being sponsored by the Coalition of Labor Union Women in coordination with a broad alliance of labor, religious, civil rights, and women's and child advocacy groups.

Sen. Edward M. Kennedy (D-Mass.), chairman of the Senate Labor & Human Resources Committee, told a Capitol Hill news conference that "the agenda of the coalition is the agenda of the committee."

Kennedy is a cosponsor along with Sens. John Heinz (R-Pa.), Barbara Mikulski (D-

Continued on Page 5

Import surge prods demand to overhaul faulty policies

A surge of job-destroying imports of manufactured goods was the critical factor in pushing the nation's foreign trade deficit up 11.2 percent in February—belying Reagan Administration assurances that the trade crisis was over.

The monthly deficit, which rose 4 percent in January to $12.4 billion, jumped to $13.8 billion and sent shock waves through financial markets.

It was the worst battering since October, which saw the greatest one-month trade imbalance in history with a $17.6 billion shortfall. A pattern of rising U.S. trade deficits was a contributing factor in the Black Monday stock market crash and the ripple effects around the world.

Stock index plummets

Stock and financial markets again sent a vote of no-confidence in the nation's trade policies. The Dow-Jones index plunged 101 points and the dollar dropped in value on foreign exchange markets—sagging 5 percent against the Japanese yen.

If a House-Senate conference completes its work, Congress is scheduled to act on the final version of a trade bill that President Reagan has demanded be emasculated and shorn of a key labor-supported plant closing notification provision to avoid a presidential veto. Still uncertain was the impact the calamitous trade deficit figures will have on the legislative struggle.

Instead of a predicted decline, February imports pushed $2.6 billion above January's total to $37.4 billion. That's $2.1 billion above the monthly average for all of 1987, the year when the trade deficit hit a record-shattering $171.2 billion.

AFL-CIO Research Director Rudy Oswald termed the rise in the trade deficit the fallout from America's "irresponsible trade policy."

He saw it as a clear warning that the nation's severe trade problems are "far from over." Increased exports have been offset by the rise in imports, and "American workers continue to be the victims," Oswald said.

Labor economists estimate that each $1 billion in the U.S. trade deficit costs the jobs of 25,000 American workers.

Imports of manufactured goods—which most directly affect jobs—totaled $28.9 billion in February and accounted for the bulk of the deficit.

The biggest inroads were from foreign-made electrical equipment, auto and truck parts, office machines, telecommunications equipment and other industrial machinery. The U.S. jobs lost to these imports have

Continued on Page 2

State employees win 16.3% raise in N.Y. contract

Albany, N.Y.—AFSCME Local 1000, the Civil Service Employees Association, reached tentative agreement with New York State on a new three-year contract that will provide pay raises totaling 16.3 percent for 107,000 state employees.

Meanwhile, the Public Employees Federation—a local represented jointly by the Service Employees and the Teachers—is continuing to bargain with the state for a new agreement covering 57,000 workers.

The CSEA will present details of the tentative accord to its members at a series of informational meetings to be held around the state.

Mail ballots will likely go to the membership in early May, with a return date of

Continued on Page 2

ILWU delegates endorse affiliation

Vancouver, B.C.—Delegates to the International Longshoremen's & Warehousemen's convention gave near unanimous approval to a resolution recommending affiliation with the AFL-CIO.

ILWU President James Herman said the convention action calls for a membership referendum.

"What it's all about is unity," Herman stressed. "These are tough times for working people and we need all the mutual support we can get."

Herman told the 370 convention delegates that the ILWU has enjoyed productive relations with the federation and its affiliates over the years. He said the ILWU's pending affiliation will provide "additional opportunities for making the entire labor movement stronger."

The referendum will be held in late May, Herman said, and the results announced in early June.

Board endorsement

The ILWU executive board recommended affiliation to the convention following exploratory meetings and discussions between Herman and AFL-CIO President Lane Kirkland.

Herman told the executive board that affiliation "may very well strengthen our position with employers, with other unions, and in the political process."

The ILWU was born in 1937, made up of Pacific Coast locals of the International Longshoremen's Association.

After receiving a CIO charter, the union was certified by the National Labor Relations Board as the collective bargaining agent for all longshoremen on the Pacific Coast. It separated from the CIO in 1950.

Headquartered in San Francisco, the ILWU has about 50,000 members in the United States and 5,000 in Canada. In addition to representing longshoremen on the Pacific Coast, the union has organized sugar plantation workers and industrial workers in Hawaii.

Harry Bridges led the ILWU for 40 years, until his retirement in 1977, when he was succeeded by Herman.

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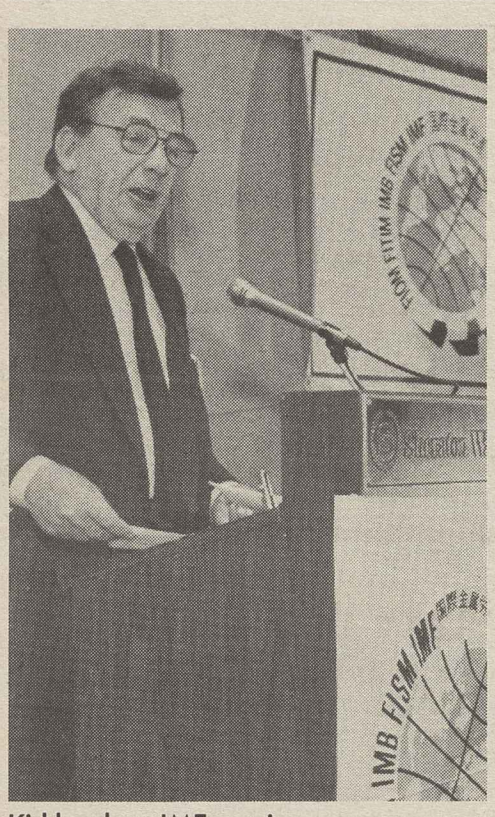


Kirkland at IMF session.

IMF session explores job security

Conferees affirm unity for General Electric negotiations

Worldwide solidarity behind the new round of General Electric negotiations was pledged by representatives of trade unions at GE plants in 24 countries at a Washington conference organized by the International Metalworkers' Federation.

A report by the Geneva-based federation showed that GE has changed its operations vastly over the past decade, causing the loss of more than 100,000 jobs in this country by eliminating numerous U.S. plants, emphasizing high technology output and encouraging more foreign production.

Fourteen Americans unions are banded together as a Coordinated Bargaining Committee for this year's negotiations with the nation's third-largest firm. GE employs about 80,000 workers in the United States and 300,000 persons throughout the world.

Electronic Workers President William Bywater, who initiated the two-day session, praised the 150 delegates for their unity and determination to help all GE workers achieve "the security of their jobs, the upgrading of their living standards, and the strengthening of their trade unions."

Bywater pointed out that GE's profits have risen 250 percent over the past 10 years and last year reached a record $2.9 billion. It paid out more than $1 billion in dividends to stockholders.

The IUE president said the coordinated bargaining committee is seeking a three-year contract with a plant closing moratorium, tough limits on subcontracting and job security improvements.

Economic demands

He added that demands in economic areas include pension improvements from what he called GE's "bulging pension trust," substantial wage gains, and improved cost-of-living protection.

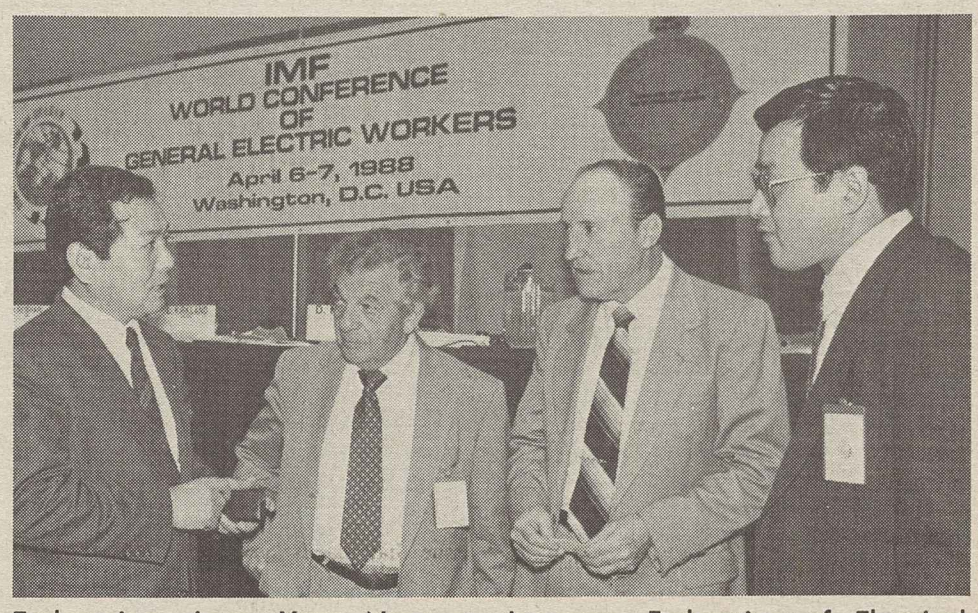
IMF Gen. Secretary Herman Rebhan said the conference was called at this time to "bear witness to our solidarity" behind the 14 American unions.

"Their success is our success," Rebhan said, "for we are all a part of the worldwide network of workers at General Electric united in the IMF."

AFL-CIO President Lane Kirkland assessed the importance of solidarity among all GE unions throughout the world, saying GE, like other multinational companies, "divides the world into zones where goods are produced cheaply and others where they are sold expensively."

Kirkland said that policy "is destroying the balance, not only of the American economy, but the economy of the whole world."

"It is time that corporations who sermonize with the gospel of 'global economy' as their text understand that wherever they turn they will be met by the solidarity of an international labor movement determined to work in unity to forge sound and fair economic policies, to curb the free-market rapacity of multinational corporations, and to advance the cause of workers' rights and the basic human right of freedom of association," Kirkland said.



Exchanging views: Yuzo Nozawa, Japanese Federation of Electrical Machine Workers; IMF's Herman Rebhan; IUE President William Bywater, and Michio Watanabe, Japanese Council of Metalworkers.

OSHA ethylene oxide rule challenged by four unions

Four AFL-CIO affiliates and the Public Citizen Health Research Group asked a federal appellate court to review a new regulation limiting short-term worker exposure to ethylene oxide, a cancer-causing gas used in health care facilities to sterilize medical equipment.

Public Citizen and the unions—Service Employees, AFSCME, Clothing & Textile Workers and Hospital & Health Care Employees—contend that the Occupational Safety & Health Administration should have set a lower short-term limit for the gas. They sought the judicial review from the U.S. Court of Appeals for the District of Columbia Circuit. That court had ordered OSHA to set a short-term limit by Mar. 31.

On the final day of the court deadline, OSHA issued a short-term limit of 5 parts ethylene oxide per million parts air, sampled over 15 minutes.

The unions said a lower limit of 3 ppm should have been set because it is technologically feasible.

Too little

SEIU safety director Bill Borwegen said the new short-term limit is "still too little too late. If OSHA had adequately reviewed the technical data, they would have agreed with us on a lower limit. The establishing of a short-term limit, however, is a victory for workers" as it overturns the attempts by the White House Office of Management & Budget to gut the standard.

OSHA issuance of the 5 ppm limit reversed efforts by OMB taken in 1984 to eliminate the short-term limit. In its proposed final rule, OSHA had set a short-term limit of 10 ppm, but on the day before the standard was issued, OMB insisted that the it be deleted. The final regulation had no short-term limit. The unions and the health group initially had asked OSHA in 1981 for an emergency standard on the carcinogen. The agency refused, and the unions went to court.

Short-term exposures

Workers using sterilizing equipment are generally exposed to the chemical over short periods, usually when opening the doors on sterilizing machines. Some 88,000 health care workers directly work with the carcinogen and another 144,000 are incidentally exposed, OSHA said.

The new rule goes into effect on June 6 and employers must be in compliance with it using whatever controls they need by Sept. 6. However, by Dec. 6, engineering controls must be the primary means for achieving compliance with the short-term limit. Further, employers will be required to set up a written compliance program, establish exposure monitoring and training programs and label products capable of releasing ethylene oxide and exposing workers above the limit.

Surge of job-gutting imports widens nation's trade gap

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traditionally been among the better-paying factory occupations.

A number of Wall Street analysts had looked for a shrinking trade deficit in February, and the reality was especially dismaying to those who had assumed that devaluation of the dollar had taken the United States off the critical list on world trade.

The value of the U.S. dollar has plummeted in the past three years as the trade deficit widened—a marketplace response that free-trade economists confidently predicted would overcome the trade imbalance by making U.S. goods easier to sell abroad and pricing many foreign goods out of the American market.

But the January-February rise in U.S. exports over the same period of 1987 was entirely offset by the increase in imports. In the single month from January to February, exports rose $1.23 billion, but imports more than doubled that pace.

As in the past, the biggest trade imbalance was with Japan, rising from $3.9 billion in January to $4.5 billion in February. A $269 million over-the-month rise in U.S. exports to Japan was overshadowed by an $854 million jump in imports.

Of the major U.S. trading partners, the import-export gap in February narrowed slightly with Brazil, South Korea, Hong Kong and Singapore.

But the gap widened from $1.12 to $1.46 billion with Canada, from $1.33 to $1.56 billion with Western Europe, and from $531 million to $645 million with Mexico. It edged up with Taiwan to $1.35 billion, compared to $1.32 billion in January and $1.1 billion in December.

Petroleum imports were up from 214.7 million barrels in January to 232.5 million barrels in February. But in dollar terms the increase was negligible since the average price of an imported barrel of oil dropped 50 cents during the month to $16.42, $1.70 below the price average for 1987.

On the export side of the ledger, the United States had a positive trade balance of $1 billion in agricultural commodities during February, the largest category.

107,000 N.Y. state employees to gain 16.3% in 3-year pact

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May 23, the CSEA said. The ballots would be counted by the following day.

The agreement would raise state workers' pay 5 percent on June 1, 1988, and on Apr. 1, 1989, with a third increase of 5.5 percent a year later. The compounded increase would be 16.3 percent. "As always," said CSEA President Bill McGowan, "I think the state could have given us more, but I'll strongly recommend the agreement to the members."

State employees are continuing to work under the previous contract which remained in effect after its Mar. 31 expiration date. Union negotiators beat back a push by the state to cut employee leave time and won a major concession when the state agreed to abandon efforts to trim health care coverage.

The settlement shores up the nearly bankrupt Empire Plan, which lost $160 million in 1987, the union said. The proposed agreement would provide unlimited medical coverage, lifting the $1 million cap on major medical payments. Employee copayments would remain the same as would annual deductibles.

Better benefits

The accord would boost the state's contribution to the CSEA Employee Benefit Fund by $40 per employee in each year of the contract, bringing the annual contribution by the end of the agreement to $610. The fund administers services such as the employee dental, optical and prescription drug plans. In addition, CSEA won funding for its day care, safety and health, education and training and labor-management committees.

In the continuing PEF negotiations, the two unions are seeking pay increases and cost-of-living protection in a two-year contract, along with improvements in a wide range of employment benefits and job protections.

On Mar. 29, more than 3,000 PEF members demonstrated at the state capital for "our fair share, we're worth it"—the theme of a statewide advertising campaign sponsored by the union.

IUD's Prosten appointed to PBGC advisory panel

Richard M. Prosten, director of collective bargaining and research for the AFL-CIO Industrial Union Dept., has been appointed by President Reagan as a labor member of the advisory committee to the Pension Benefit Guaranty Corp.

The PBGC is a government agency created by Congress under federal pension law to guarantee payment of basic retirement benefits earned by workers. The advisory panel has seven members.

Japan guilty of dumping forklifts

Acting on complaints by the Machinists and Allied Industrial Workers, the Commerce Dept. has found widespread dumping of forklift trucks from Japan in the United States.

The department issued a final ruling that seven major Japanese firms, along with others, engaged in activity to export the trucks at prices below the fair market value.

The action could lead to imposition of import duties.

The IAM and AIW joined in a petition to the International Trade Commission in May 1987 brought by the Hyster Co. of Portland, Ore., a major U.S. forklift manufacturer and its unaffiliated unions. The Machinists represent workers at a Caterpillar forklift manufacturing plant in Dallas, Ore., and the AIW represents workers at a Clark Equipment Co. plant in Battle Creek, Mich.

In its action, the Commerce Dept. said imports of the Japanese forklift trucks totaled $245 million in 1987, and said they were priced between 13.65 percent and 56.81 percent below fair market value, based on Japanese production costs and the manufacturers' selling price of forklifts in that country.

Pending completion of the separate ITC probe, the Japanese forklift manufacturers —Toyota Motor Co.; Nissan Motor Co.; Komatsu Forklift Co.; Sumitomo-Yale; Kasagi Forklift Co.; Sanki Industrial Co.; Toyo Umpanki Co., and others—will have to post bonds to cover duties that may be subsequently assessed.

Tax exclusion urged on group legal services

Group legal services are an employment benefit that belongs in the same tax-exclusion category as health insurance and pension rights, union witnesses testified at Senate hearings.

A temporary tax-exclusion for group legal services first enacted in 1976 expired at the close of 1987, and Laborers Legislative Director John Curran urged a Senate Finance subcommittee to restore it as a permanent feature of the tax code.

Curran noted that the Laborers helped pioneer the concept and as a result thousands of union members who otherwise would not have been able to hire a lawyer have received legal guidance on serious family, financial, housing and consumer problems.

Without the tax exclusion, workers covered by group legal insurance would have to pay income taxes on the value of the program. But most of the claimed $75 million-a-year revenue increase is illusionary, Curran stressed. The reality, he said, is that employers and unions would tend to drop legal coverage and shift to tax-free programs.

Tax exclusion

Legislation to establish a permanent tax exclusion for legal service benefits received a strong endorsement also from the National Coordinating Committee for Multiemployer Plans, which represents union-management benefit programs that cover some 9 million workers.

A statement by Robert A. Georgine, who serves as chairman of the committee as well as president of the Building & Construction Trades Dept., stressed the value of "preventive legal services" provided through the group programs.

The effect has been to resolve disputes early, often without litigation, Georgine declared.

Job guarantee plan ends GE walkout

Cincinnati—Some 6,700 workers at General Electric's aircraft engine plant returned to work, ending a seven-week strike over the company's plan to consolidate jobs and its use of outside contractors.

The GE production workers—5,300 represented by Auto Workers Local 647 and 1,400 by Machinists Local 912—went on strike Feb. 16. The two unions bargained modifications in the work language.

The company agreed to reduce the number of reclassifications from the current 84 to just 40. GE's plan to restructure jobs to only 32 categories caused to strike, said Local 647 President Bill Adams. The company's plan would have eliminated 10 percent of all hourly jobs.

The new UAW settlement assures no layoffs because of consolidation, Adams said, and workers moved to lower paid classifications will have their previous pay rates protected for two years.

IAM Local 912 called off its strike after GE agreed to establish a labor-management committee to monitor the use of outside contractors. IAM Local 912 had been concerned about machining that was being farmed out to nonunion GE plants.

Building trades President Robert A. Georgine keynotes legislative conference.

Congress gets trade union message from 3,000 building crafts leaders

More than 3,000 local and state building trades leaders from across the country lobbied Congress for union legislative goals and headed home pledged to carry on the fight by mobilizing their membership.

The three-day legislative conference of the AFL-CIO Building & Construction Trades Dept. focused most sharply on bread-and-butter issues directly affecting union members and their jobs.

BCTD President Robert A. Georgine told the delegates that the fate of a House-passed bill to curb double-breasted contractors is still in doubt because some senators labor has supported "would rather not have to deal with the issue." But a Senate majority is "attainable," he insisted.

Georgine warned of continuing attempts in both Congress and the Executive Branch "to chip away at Davis-Bacon prevailing wage protections piece by piece." He stressed building trades support for construction of coal slurry pipelines as a jobs issue that makes "good sense."

National scandal

Safety and health hazards in the construction industry are "a national scandal," Georgine charged, with the construction death toll averaging 2,500 workers a year.

Workers accept the fact that "there will always be risks" on the construction site, Georgine noted. But he charged that the risk has been multiplied by employer "negligence and deceit"

Those responsible for killing workers should face criminal prosecution, Georgine said. That's part of the building trades legislative agenda, he stressed.

Good point

Delegates to the BCTD legislative conference had an extra talking point when they visited congressional offices.

BCTD President Robert A. Georgine suggested they remind members of Congress "that the building they work in—the U.S. Capitol—was renovated with 100 percent union labor and that the job was done nine months ahead of schedule and $20 million under budget."

"Make sure they know that," he urged.

Rep. Marcy Kaptur (D-Ohio) welcomes some home-state delegates.

Both Georgine and AFL-CIO Sec.-Treas. Thomas R. Donahue linked November's presidential and congressional elections to labor's program.

Under the Reagan Administration, Georgine noted, employers have been encouraged "to think they can trample on the rights of their workers at will."

Labor's efforts at the poll can "make a difference," he insisted. "This election and the next four years will show whether we have learned anything."

"We will do everything we can to assure that union families will be the best in-Georgine said. "We do not need 100 senators and 435 representatives who agree with us on every issue."

But workers need "a President and Congress who will not fight us every inch of the way" and who "are fair and open-minded."

Donahue told the delegates that it's time for "a whole new social contract that recognizes the duty of government to advance the well-being of all the people."

"We will do everything we can to assure that union families will be the best informed and most highly motivated" voters, Donahue declared.

"Our aim is not just to replace a President who has ignored the interests of working people," he said, "but also to replace the governors, senators and representatives who have echoed his views, filibustered on behalf of his policies and voted to sustain his vetoes."

Donahue assured the delegates of the AFL-CIO's "total support" for the bill "to restore civilized labor relations in the construction industry and prevent double-talking, double-breasting employers from walking out on their union contracts."

House Speaker Jim Wright (D-Tex.) reminded the delegates that labor's work in the last election hadn't been in vain.

Key construction bills

The first two bills introduced in this Congress, Wright noted, were especially important to the building trades—a clean water bill carrying funds to construct sewage treatment plants and a highway bill to free funds for road construction and mass transit. Both were vetoed by the President; both vetoes were overridden by more than two-thirds of the House and Senate.

Wright noted that Reagan has been "tuning up his vocal cords" with veto threats aimed at the third bill introduced in the 100th Congress—the trade reform measure. Passage of the strongest possible measure is necessary, Wright said, because under Reagan's "do nothing" policy, the United States has been transformed in his Administration from the world's principal creditor nation to its biggest debtor.

Delegates set aside an afternoon for Capitol Hill lobbying missions. Leading members of Congress from both parties were among the speakers at conference sessions and 10 workshops covered a range of building trades issues.

Power press device called hazard

A new federal regulation allowing the use of photo-electric sensing devices to trigger the operation of mechanical power presses is a "terrible idea . . . that could contribute to even more job injuries," the Auto Workers warned.

UAW Safety Director Frank Mirer said that for the Occupational Safety & Health Administration to permit the use of presence sensing device initiation on power presses "simply stands all principles of safeguarding on their heads."

"We would not accept presence sensing devices as a sole means of safeguarding a press," Mirer said. "This goes a step further by allowing the device to activate the press. I find it remarkable that out of the one or two safety actions the agency has taken in the past few years, this one removes safeguarding and jeopardizes workers."

OSHA proposed revising the standard in March 1985. At that time, the UAW warned that the use of such devices "has not been shown to reduce injuries, but rather could contribute to such accidents and injuries." Further, the union stressed that the "use of safety devices as a production aid is almost universally condemned by the safety community."

Savings smokescreen

In announcing the final rule, OSHA cited what Mirer called a "smokescreen" about industry savings. Mirer particularly criticized OSHA's contention that the devices will save industry millions of dollars annually by boosting productivity nearly 25 percent with the reduction in time between stamping cycles, lessening operator fatigue and repetitive motion injuries.

Mirer explained that now workers must activate the presses with either a foot or a two-hand switch. By eliminating the operator's task of activating the press, workers will be hand-feeding materials to the press at faster rates, increasing the possibility of fatigue and repetititive motion injuries.

Over the past few years, employers have reported more than 1,600 amputations annually caused by stamping presses, OSHA said. Injuries are likely to be reduced, the agency said, because the new rule sets stiffer requirements for equipment reliability, back-up safety systems and worker training.

An estimated 73,000 workers may be affected by the standard, if their companies convert presses to operate by presence sensing devices.

The 25 states with OSHA-approved safety plans must revise their mechanical press standard within six months.

Reparations supported for relocation victims

The Senate will vote soon on a House-passed bill to offer reparations and an apology to thousands of Japanese-Americans who were sent to relocation camps during World War II, and the AFL-CIO urged its approval without weakening amendments.

The surviving World War II internees, whose ranks are steadily dwindling, would each receive a $20,000 payment and an apology for an unjustified implication of disloyalty.

"Our nation surely has the moral strength and courage to acknowledge error," AFL-CIO Legislative Director Robert M. McGlotten wrote senators. The Senate bill differs from the House version only by including persons of Aleut ancestry who were also interned. House sponsors have indicated their willingness to accept that addition.

Productivity experts challenged on worker input

Assaults on unions are also attacks against corporate productivity and democracy, AFL-CIO Sec.-Treas. Thomas R. Donahue told international productivity experts, challenging them to reach out for greater worker input in the decision-making process.

Donahue was a featured speaker at the "Productivity & Employment: Challenges for the 1990s" seminar cosponsored by the federation, the third in a series of international symposiums that began in Tokyo in 1983.

In the United States, he noted, lip service paid to workers as "human resources" is accompanied by fierce resistance to the idea of workers as equal partners as expressed through free and independent trade unions.

"The controlled forum and rigidly circumscribed agenda of the productivity circle, square, or triangle are no substitute for free collective bargaining in which workers can introduce issues of their own, on equal terms with management," Donahue added.

He urged the 400 delegates—many from foreign countries—to endorse serious tripartite forums with labor, management and government to address the full range of issues involved in productivity.

"There are differences among industries, of course," Donahue said. "To improve productivity, we need to sharpen our sights and move beyond the pious platitudes to work industry by industry to solve real problems where they exist."

And he emphasized that setbacks for American industry were not the fault of the workers, but rather a result of the nearly $200 billion that has been squandered over the past five years for barren and unproductive corporate takeovers and billions more spent defending against them.

Corporate policies

"When we see billions upon billions committed to the game of 'executive musical chairs' without the making or marketing of a dollar's worth of goods and services; when we see corporations mortgage themselves to the hilt to fight off or buy off raiders; when we see once-productive economic enterprises stripped and sold for salvageable parts—and all the while their workers are exhorted to 'be more competitive' and accept lower wages and conditions—we see no silver lining," he asserted.

Labor Sec. Ann McLaughlin called "ridiculous" the results of a Gallup Poll survey that found a majority of executives singling out workers as the primary cause of quality problems.

"Workers are not part of the problem. They're the source of the solution," she said. "Nobody knows more about a job, and how to improve it, than the person who's doing it. And those managers who have learned to listen to labor have gained the benefits of some remarkably creative solutions."

Those sentiments were echoed by a leading Japanese business executive, Masao Kamei, chairman of Sumitomo Electric Industries of Tokyo.

Kamei said Japan's 30-year drive for improved productivity is based heavily on a principle that labor and management both strive equally and that participation of unions is indispensible to the national effort.

Communications Workers President Morton Bahr, one of several AFL-CIO vice presidents to appear on panels at the symposium, said he shares the sense of urgency expressed by Pope John Paul II about the impact of new technology on international trade which he believes is one of the primary reasons of continued mass poverty in the Third World.

Bahr said the information industries contribute to an "international division of labor" where low-wage, unprotected workers are employed in foreign lands to increase the wealth of businesses in the developed nations.

"The overwhelming majority of the world's population suffers in abject poverty," Bahr told the delegates. "Their demands for a greater share of the international economic pie are growing. We ignore them at our own risk."

Trickle-down trick

And, he added, "the trickle down benefits from the developed to the undeveloped countries simply has not materialized."

Stephen I. Schlossberg, director of the Washington office of the International Labor Organization, cautioned that the United States and other industrial nations cannot prosper in the 21st Century unless they help to open up new markets in developing countries.

"The only real protection for business and labor in industrialized societies is to help create new markets in the second, third and fourth worlds," Schlossberg observed.

Those new consumer markets can only be generated "by growth and improved living standards, which are created through basic labor standards and growth promoted by the tripartite ILO," Schlossberg pointed out.

AFL-CIO Sec.-Treas. Thomas R. Donahue outlines labor's 1988 election agenda at Operating Engineers convention. He is flanked by IUOE President Larry Dugan, right, and Sec.-Treas. Frank Hanley.

Engineers tackle double breasting

Dugan spells out legislative-political agenda to delegates

San Francisco—Operating Engineers President Larry L. Dugan Jr. called for a concerted legislative and political action program aimed at ending the "unwarranted, unjust and unfair practice of double breasting."

In his keynote to the IUOE convention, Dugan told the 645 delegates from 160 local unions in the United States and Canada that double-breasting operations have cost members of their union many thousands of jobs.

Increased emphasis on a long-term organizing program begun in 1986 remains the means of attaining the union's goals, he emphasized.

"We will take the offensive to broaden the Occupational Safety & Health Act and to bring strong enforcement of that law and stiff punishments for those who violate it," Dugan said.

He added that efforts will be undertaken to preserve and strengthen the Davis-Bacon Act and the Service Contract Act, both of which provide job and wage protections for construction workers.

Dugan said the trade union movement is reasserting its willingness "to fight for what is rightfully ours . . . to produce for our members all of the rewards that their honest, hard work deserves."

Shattered dream

"The time has come to breathe new life into the shattered dreams of many American and Canadian workers—the dream of owning a home, of driving a decent car, the dream of providing college educations for our kids and financial security for our families," he said.

AFL-CIO Sec.-Treas. Thomas R. Donahue, looking at the 1988 presidential and congressional elections, told the delegates that labor's top objective "is replacing the Reagan Administration and all of its destructive practices."

Donahue said the political agenda includes replacing all those senators and representatives who echoed Reagan's views.

"We must clean up the wreckage of the last eight years," he said. "Our country needs a whole new social contract, a contract that will see to it that it is the duty of government to represent all the people, not just the monied few."

The United States must rebuild an economic structure able to produce the full range of goods and services that an independent nation cannot live without, he said.

Labor law failure

Donahue also assailed the National Labor Relations Act as "an abject and utter failure as presently administered," citing the spread of double breasting as an example of its failure.

"Union-busting is running wild in this country," Donahue asserted, adding that organizing must be labor's top priority.

Robert A. Georgine, president of the AFL-CIO Building & Construction Trades Dept., said the 1988 elections provide a golden opportunity for the union movement.

He noted that construction workers have seen the cost of living rise by 73 percent, while receiving wage increases of only 59 percent during those eight years.

"I think it's pretty obvious that the construction worker's standard of living has been reduced over the last eight years," Georgine said. "If we can elect a President and a Congress who are open-minded on the issues facing our members, we can stand or fall on our own merits."

New York connects job hazard hotline

New York—New York City area workers can call for job hazard information under a program launched by the New York Coalition on Occupational Safety & Health, a labor and public interest group.

The "Job Safety & Health Helpline" is a one-month educational project funded by the city's Community Development Agency.

Experts recruited from NYCOSH staff and volunteers will offer callers fact sheets on job hazards and explain the state "right-to-know" law and invite them to attend clinics later to discuss how to eliminate hazards. NYCOSH said it plans to analyze data gathered over the hotline.

State AFL-CIO President Edward Cleary, who unveiled posters to be placed in the subways, said the hotline is necessary at a time when "every day tens of thousands of working men and women are exposed to toxic chemicals that are hurting them and their families." He said that $55,000 in state funding is being sought to keep the hotline operating after April.

The hotline number is 212/627-3903.

Boycott launched against trowel firm in contract dispute

The Marshalltown Trowel Co. has been placed on the AFL-CIO national boycott list at the request of the Auto Workers who represent 50 members at the firm's Marshalltown, Iowa, plant.

UAW Local 893 members remain on the job, working under the terms of a contract that expired last Aug. 7, while having bargained since last July for a new agreement. The company has demanded a three-year contract with a $1 an hour pay cut, elimination of two holidays with one restored in the contract's second year, increased out-of-pocket medical care costs and a higher deductible for prescription drugs. The firm is also seeking to end paid lunch periods and alter some safety language.

There would be no improvement in the pension and the company is seeking to have sole determination of what jobs would be performed on an incentive basis. the UAW said. Currently, jobs placed under the incentive plan are by mutual decision of the union and management.

Local 893 has been to the bargaining table 20 times and the company's last proposal remains basically unchanged from its initial offering, the union said. The local noted that Marshalltown's profits rose 24 percent in the first quarter of 1988 over a year earlier and were 12 percent higher in 1987 than in 1986.

The company also has a nonunion tool plant in Fayetteville, Ark. Marshalltown's products, which are sold in hardware stores nationwide, are sold under these brand names: Marshalltown Trowels, Marshalltown Tools, Nu-Pride, BLT and Bluegrass.

AFGE assails rules on random drug tests

New Reagan Administration guidelines on random drug testing of federal workers are an "overreaction to a situation that barely exists in the federal sector," charged the Government Employees.

AFGE President Kenneth T. Blaylock said the guidelines "not only condemn the entire federal workforce as serious drug abusers, but assumes they are cheaters as well."

The guidelines, published in the Federal Register by the Dept. of Health & Human Services on Apr. 11, are essentially the same as those outlined by the department a year ago. The regulations call for putting blue dye in the water of toilet stalls to insure that workers being tested provide their own urine, and for checking the temperature of samples within four minutes. A monitor would be nearby, but would not watch people give samples.

In March, AFGE won an injunction in the same court halting the Army's random drug testing of its civilian employees, 120,000 of whom the union represents. The Army has appealed the decision.

Reagan housing policy fosters homelessness

Coalition study cites impact on young families

Reagan Administration policies have virtually wiped out the American dream of home ownership and have contributed to an "explosive increase" in homelessness in America, three nationally recognized experts in the housing field charged.

To restore housing to the nation's social agenda requires a combination of federal, state and local initiatives, according to David C. Schwartz, professor of political science at Rutgers University; Richard C. Ferlauto, a community organizer and legislative analyst who concentrates on housing and community economic development issues, and Daniel N. Hoffman, a consultant on housing and urban economic development in New Jersey.

Their proposal on ways to put housing back within reach of the average family budget parallels the position taken by the 17th AFL-CIO convention last October. Delegates urged a program to revitalize public housing for low-income families, the elderly and the handicapped; direct government loans to nonprofit organizations for rental housing, and low-interest mortgages for moderate-income families, particularly first-time housing buyers.

Housing study

The recommendations are contained in a 326-page study, "A New Housing Policy for America: Recapturing the American Dream," published in cooperation with the National Center for Policy Alternatives, a nonprofit, nonpartisan coalition that focuses on making state legislatures the laboratories for change in the face of a declining federal role in the social arena.

After 35 years of steady increase, the authors note, the percentage of Americans able to buy a home of their own plunged every year from 1980 to 1987, with the impact falling most heavily on young families trying to buy their first homes.

At the same time, the nation's rental housing stock has shriveled to the point where "a majority of America's 30 million tenants now live in dwelling units that the government considers to be inadequate, overcrowded" or so costly that they take a disproportionate share of family income.

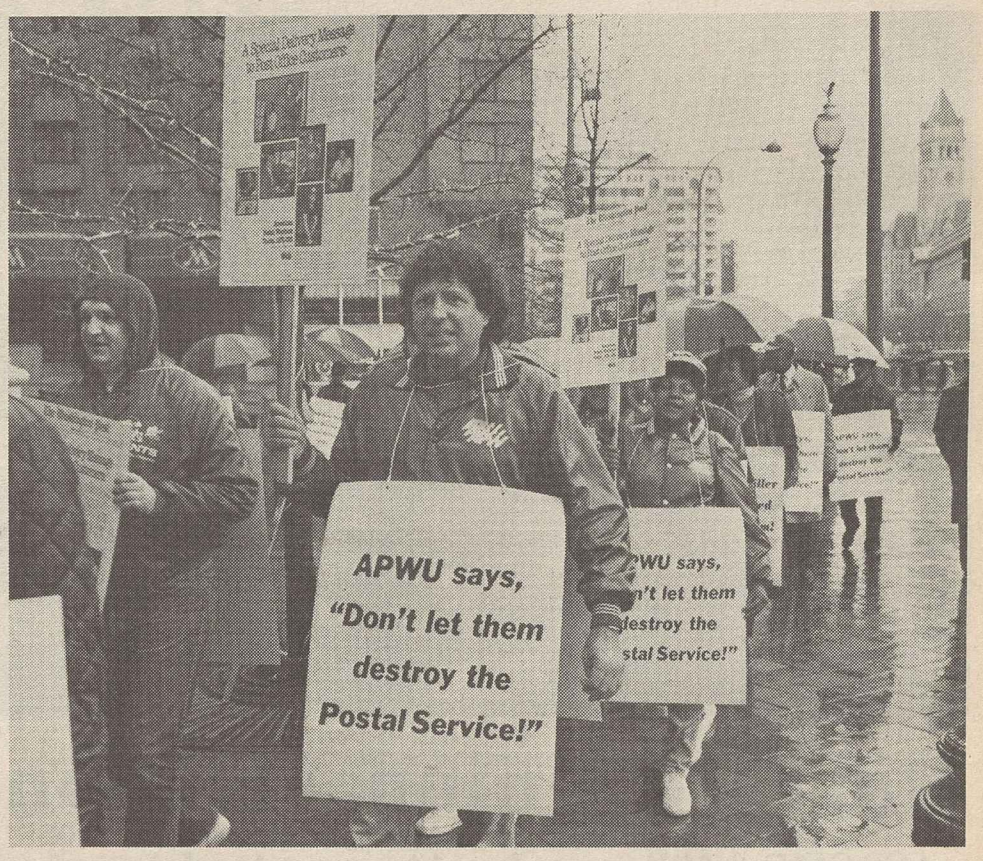
Deepening crisis

In the absence of government action, the crisis will deepen in the 1990s, the study shows. The ranks of the elderly are increasing, the number of single-parent, female-headed households is expanding, and there is rapid growth of young families that want, but can't afford, home ownership.

The authors point to innovative state and local actions that offer hope that the housing problem can be resolved. A partnership of federal, state and local governments with unions, industry and community groups, they emphasize, is vital to developing a coordinated policy to insure "a better housing future for America."

In a foreword to the study, Sen. Bill Bradley (D-N.J.) hailed the recommendations as "an excellent starting point" for formulating a new housing policy that recognizes "the diverse housing needs of this very diverse country of ours."

And President M. Carl Holman of the National Urban Coalition called the recommendations "a compelling case for housing construction as the centerpiece of economic strategies in urban America."



Postal workers protest union-busting "privatization" conference.

Postmaster hits privatization as union-busting buzzword

Postal workers correctly regard the Reagan Administration's push for "privatization" of mail deliveries as a union-busting maneuver, Postmaster Gen. Anthony M. Frank told participants in a right-wing conference that was held to promote schemes to turn government functions over to private firms.

The conference on "Privatization and the Postal Monopoly" was sponsored by the Cato Institute. It featured attacks on the postal service by Administration stalwarts such as Office of Management & Budget Director James C. Miller III and the chairman of the Federal Trade Commission, Daniel Oliver.

Outside in a driving rain, Postal Workers President Moe Biller led 125 union members in a protest picket line, assailing Miller's attempt to dismember the postal service.

Inside, Miller curtly dismissed the opposition of postal workers and their unions. They have been too long "accustomed to getting their way with Congress," he told the conference.

While Miller and some other speakers suggested that postal employees might be "better off" under a private-sector mail service, Cato Institute analyst James Bovard made clear that improved wages and benefits weren't what they had in mind.

McDonald restaurant employees making $4-an-hour are "friendlier and faster," Bovard insisted. He termed postal workers the nation's "best-paid semi-skilled labor" and said a survey found that the typical letter carrier "wastes" 90 minutes a day.

Postmaster Gen. Frank, who commented that he had been invited to give a token "pretense of balance to a pep rally" for privatization, took sharp exception.

Privatization is a "code word for union-busting," he suggested, and "an attempt to let private companies selectively skim off the profitable segments of postal business" while leaving the postal service to handle the money-losing functions.

'Disguised' union-busting

Frank said he is working to increase efficiency, but he was "not in the business of union-busting."

FTC Chairman Oliver chastised Frank for "taking the wrong approach" by focusing on efficiency instead of standing up for "an end to the monopoly status of the U.S. Postal Service."

Thomas G. Moore, a member of the President's Council of Economic Advisers, suggested that political opposition would probably block immediate privatization of the entire postal system. But he said the goal could be achieved over time by a series of incremental steps.

On the picket line outside the meeting site, Biller called the privatization schemes "cockeyed" and said they would bring chaos to mail service and high costs to the public.

Farm Workers fight ruling under Arizona boycott ban

Yuma, Ariz.—Farm Workers President Cesar Chavez has branded as "biased, unfair and unconstitutional" a Yuma County court order that the UFW must pay $5.4 million in damages to a major lettuce grower because of its boycott against Red Coach brand lettuce.

The union said it plans to appeal the decision within the 30-day limit after a formal judgment is entered by the court.

The AFL-CIO lists Bruce Church Inc. on its sanctioned national boycott list at the request of the UFW for the following brands of iceberg lettuce: Red Coach, Friendly, Green Valley Farms and Lucky.

The award by a county court jury came after a directed verdict by Judge H. Stewart Bradshaw that the California-based union violated Arizona's secondary boycott rule because some of the Red Coach lettuce grown by the California-based Bruce Church Inc. came from Arizona.

"This court decision is irrelevant because it will be reversed," Chavez said.

Chavez said the ruling is based on a state statute which a three-judge federal court in 1978 ruled unconstitutional. He said the U.S. Supreme Court later reversed that ruling on technical grounds, but added that the constitutionality of the Arizona law was in doubt.

Weak ruling

"How can a rural Arizona court award damages for a boycott which occurred in California, New York, Massachusetts and Illinois?" Chavez asked. "The UFW did not boycott stores in Arizona."

He said Bruce Church Inc. went to court in Arizona "because Yuma was the only place where the growers could find a judge who would not immediately throw its case out of court."

Chavez noted that it was the same Yuma Superior Court that enjoined the Farm Workers from striking in 1978 because melon growers claimed strikes could result in economic losses.

The UFW leader said the Bruce Church suit underscores the growers' fear of the boycott, and said the current grape boycott "is growing stronger everyday and will succeed."

"The Yuma case will not stop farm workers from organizing and boycotting for their rights," Chavez said.

Michigan Federation elects Tom Turner

Lansing, Mich.—Thomas Turner was elected secretary-treasurer of the Michigan AFL-CIO. Turner, president of the Metropolitan Detroit federation since 1969, succeeds John Elliott.

Turner, who comes out of the Steelworkers, also headed the former Wayne County AFL-CIO.

Elliott, who resigned as secretary-treasurer to remain president of the Detroit Teachers, was appointed by State AFL-CIO President Frank Garrison to the executive council.

Bipartisan resolution spurs American Family Celebration

Continued from Page 1

Md.) and Chris Dodd (D-Conn.) of a Senate resolution honoring the American family. A similar resolution has been introduced in the House by Rep. Augustus Hawkins (D-Calif.), chairman of the House Education & Labor Committee, and Rep. Marge Roukema (R-N.J.).

The resolution expresses the sense of the Congress that in order for families to thrive, all must have affordable and quality support including job and economic security, health care, child and elder care, parental leave, services for the elderly, quality education, equal opportunity, equal pay for work of equal value, permanent housing, and a safe environment in which to live and work.

The AFL-CIO applauded the congressional resolution as "a step toward addressing key family issues" and noted that the United States remains as the only industrialized nation without a comprehensive system to support the family.

Bipartisan support

Kennedy told the news conference there is bipartisan support for advancement of a family policy that includes legislation for a higher minimum wage, parental and medical leave, and mandated minimum health benefits.

The Massachusetts senator added that the United States "can not afford not to meet its obligations to children and families."

Heinz praised the coalition's efforts to increase awareness of family necessities, and said he hopes a catastrophic health care bill now in House-Senate conference committee can be enacted before the May 14 rally.

"Approval of the legislation may be only hours or days away," Heinz said, adding, "We don't have to wait until May 14."

Court backs worker rights on short lines

Continued from Page 1

terstate Commerce Commission refused to block the sale.

As it has done in other short line transactions, the ICC approved the sale without public hearings or a formal investigation. The ICC's abandonment of any employee protection has, as a Journal of Commerce article noted, made sales and purchases of short lines "the hottest ticket in the railroad business."

The unions won a first-stage victory when the appellate court voided an anti-strike injunction as a violation of the Norris-LaGuardia Act and sent the case back to U.S. District Judge Alan Bloch for a ruling on the union's contention that the Railway Labor Act applied.

Ruling upheld

Judge Bloch concluded that it did and the appellate court majority upheld that finding. It acknowledged that the delay inherent in the RLA bargaining process could be "harmful to the railroad's interests" and suggested that the National Mediation Board could accelerate its procedures to minimize delay.

But the court also noted that the railroad could always resolve the dispute by reaching agreement with its unions.

That's been the union goal all along, the RLEA commented. It stressed that getting the parties to the bargaining table is the essential step in resolving the disputes and clearing the way for sale of properties.

Several comparable court cases are pending in other jurisdictions. And while the 3rd Circuit decision will be influential, it isn't legally binding in other circuits. Eventual Supreme Court review of the issues is considered likely.

Harvard University employees rally in support of the Harvard Union of Clerical & Technical Workers, affiliated with AFSCME. An NLRB representation election will be held May 17 for the 3,700 workers. Ellen DeGenova and Harold Thompson, members of organizing committee, address rally.

Harvard union election scheduled

AFSCME affiliate takes big step in drive to represent 3,700 workers

Cambridge, Mass.—AFSCME finally has an election date at Harvard. On May 17, in a National Labor Relations Board-conducted election, some 3,700 clerical and technical employees of the university will vote on union representation.

For most Harvard workers it will be their first election; for some it will be the third in a dozen years that have been marked by an on-going organizing effort.

The Harvard Union of Clerical & Technical Workers affiliated with AFSCME in January 1987 to boost its ability to reach the 3,700 potential members—83 percent women—who work in more than 400 locations in the greater Boston area. Salaries in the unit range between $12,000 and $30,000 annually.

On Mar. 14, hundreds of the Harvard employees boarded banner-covered buses and filled the air with labor songs and chants during the 45-minute ride to the NLRB regional office where they presented their petition for a representation election to the NLRB regional director.

On that occasion, AFSCME President Gerald McEntee told the workers, "This action is important, not just for the employees at Harvard, not just for AFSCME, but for the American labor movement as a whole. When we win at Harvard, it will open all of the pink and new collar sectors of our society for labor to organize."

He noted that the unit that votes May 17 will be the largest ever to vote on union representation at a private U.S. university.

The key to winning, HUCTW organizers felt, was to get a quick election and block time-delaying legal manuevers the university had used against the workers in the past. In an open letter to 8,000 people in the Harvard community, HUCTW offered to negotiate any legal issues directly with the university, rather than delay the election with NLRB hearings.

NLRB petition

The union filed for the exact unit that Harvard and the NLRB agreed to previously. Prominent community representatives met with University President Derek Bok to press for an election and two candlelight vigils were held at Bok's home.

On Apr. 6, after the union reached agreement with management on the status of 53 workers, Harvard agreed to an election. It is still conducting an anti-union campaign, but HUCTW, which has 22 organizing committee around the campuses, said it represents a majority of the workers at every location.

HUCTW Director Kristine Rondeau, a former Harvard employee, said that organizing of the university workers began with the formation of a women's committee in the mid-1970s. The first election was in 1977 for a unit of 800 medical and dental school workers—46 percent voted for the union. The vote came after a 30-month delay.

After affiliating with the Auto Workers in 1979, a second election was held in 1981 and 47 percent voted for the union. Two years later, the NLRB determined that the appropriate unit should be 3,700 workers in the Boston-Cambridge area.

Last May, members of other unions on the campus—Electrical Workers, Operating Engineers, Police Association, Carpenters, Hotel Employees & Restaurant Employees, Plumbers & Pipefitters and Graphic Communications Union—offered their support to the organizing drive. And in October, the Auto Workers chose to step aside to permit AFSCME the opportunity to organize the Harvard workers.

The UAW is organizing workers at Boston University's medical school, Northeastern University, Suffolk University and Simmons College.

UAW begins talks early on Chrysler pact

Detroit—Early contract negotiations between the Auto Workers and Chrysler Corp. are getting under way with the UAW confident of a speedy settlement covering 64,300 workers that will match the Ford-General Motors pattern agreement.

Start of the talks almost three months before the normal opening date has led both UAW and industry officials to forecast an agreement well in advance of the Sept. 14 expiration of the old three-year agreement.

A top union priority is a two-year contract that would enable the Chrysler pact to expire on Sept. 14, 1990, the same expiration date for the Ford and General Motors contracts.

Bargaining goals

The UAW's Chrysler national council, meeting in Kansas City, adopted bargaining goals along the lines of those reached at the other two major automakers, including lump-sum 3 percent bonuses in October of 1988 and 1989.

Other contract objectives include:

- Restrictions against outsourcing—sending work to outside suppliers.
- Profit-sharing similar to the Ford and GM formulas.
- Increase in employer contributions to the supplemental unemployment benefit fund to fill the gap between unemployment compensation and an employee's regular wages.
- Added representation on the Chrysler board of directors.
- Parity in pay of parts plant workers and assembly line workers.
- Addition of Martin Luther King's birthday as a vacation day.

The company has stated it will seek to cut costs; enhance use of company-union programs for cutting costs and improving quality; health care cost containment, and additional "modern operating agreements" with fewer job categories.

Union-management relations at Chrysler have eroded somewhat in recent months due to the announced sale of four Acustar parts plants, and the auto manufacturer's plans to close the Kenosha, Wis., assembly plant.

Metal Trades sue Pentagon on foreign arms purchases

The AFL-CIO Metal Trades Dept., as a member of the National Council for Industrial Defense, has sued the Defense Dept. and Sec. Frank C. Carlucci for illegally purchasing foreign-made defense equipment of inferior quality in violation of the Buy American Act and other laws.

In a suit filed in U.S. District Court in Washington, the National Council charged that the Defense Dept.'s procurement policies are "regularly and systematically discriminating against producers of domestic defense products."

In announcing the suit, President William G. Phillips of the National Council for Industrial Defense voiced grave concern at the threat of a new "multinational industrial cartel" that has internationalized weapons manufacture, and America's growing dependency on foreign manufacturers for key weapons components. The result is an eroded U.S. industrial base that endangers national security.

MTD President Paul J. Burnsky noted that thousands of American jobs have been eliminated by the illegal purchases.

Burnsky told reporters that a key concern is the preservation of jobs and the nation's industrial base. "Thousands of defense production shops have gone bankrupt. Tens of thousands of skilled workers have lost their jobs and each time one of them abandons his or her craft, our nation is the loser," he said.

"We want to bar the Secretary of Defense from offering blanket waivers of the Buy American Act," he stressed. "Pentagon officials have no idea who the subcontractors are that actually supply the products, they only know the primary contractors."

Phillips condemned the Defense Dept.'s "reciprocal defense procurement" arrangements with foreign governments, negotiated in memoranda of understanding. Key foreign suppliers are within easy bombing range of the Soviet Air Force in Europe and Asia, he pointed out.

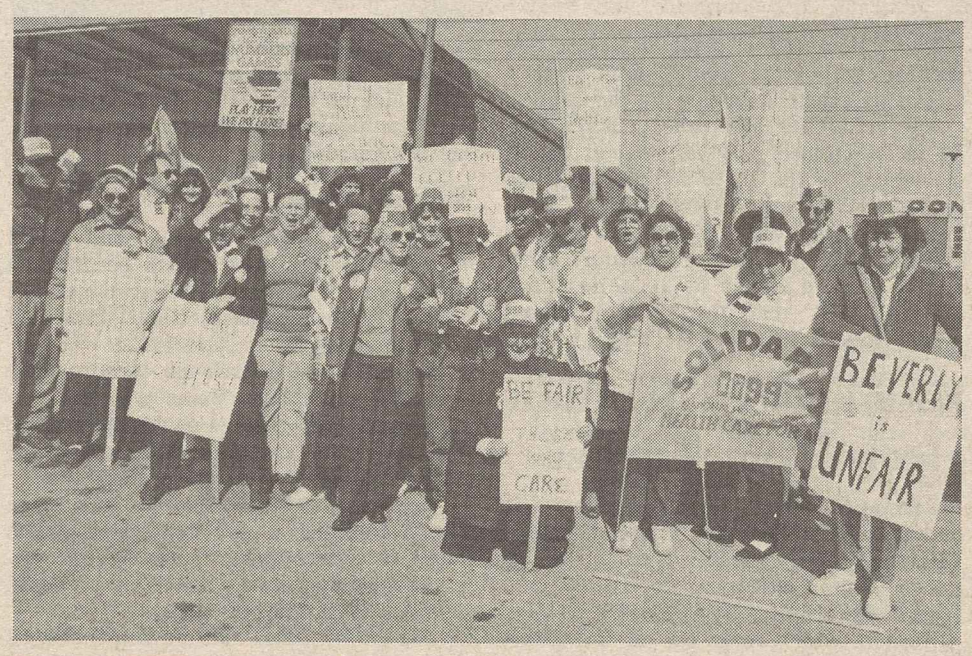
The suit seeks to void blanket waivers of the Buy American Act granted in memoranda of understanding with the 17 countries and assess on a case-by-case basis the procurement of arms, ammunition and other defense products. It lists 45 countries—signatories to the agreement on government procedures, a part of the General Agreement on Tariffs & Trade—to whom the Defense Dept. is currently granting blanket waivers.

Controls sought

The council asks the court to enjoin the Defense Dept. from entering into such future agreements with foreign governments. It further asks that foreign defense producers not be subject to less rigid quality controls than are required of domestic producers. It notes the Defense Dept. "frequently" delegates responsibility for quality control of defense products to "officials of foreign governments" without taking adequate steps to insure those officials enforce quality control at the level required of domestic defense producers.

The suit also seeks to have the Defense Dept. directed to develop regulations that assure that vendors, including domestic defense contractors, are not misrepresenting the true country of origin of their products as a means of avoiding application of the Buy American Act.

The National Council, which the Metal Trades Dept. joined last August, was organized in 1986 to focus attention on issues affecting American industrial capability and its relationship to a strong national defense.



District 1199P members from across Pennsylvania rally at Beverly Enterprises headquarters in Camp Hill during bargaining for new agreement.

Nursing home workers sign pacts at 10 Beverly Enterprises' centers

Two-year contracts at 10 Pennsylvania and Massachusetts nursing homes owned by Beverly Enterprises were ratified by some 700 members of the Hospital & Health Care Employees.

The agreements provide initial increases ranging from 13 to 20 percent with a Jan. 31, 1989, reopener for negotiating on pay and health benefits. Other gains include dental and optical coverage under a District 1199P health plan, improvements in Beverly's health care plan, maternity leave, recall from layoffs extended to one year from six months, limit on number of patients assigned to trainees, grievance procedure improved and limitations put on mandatory overtime.

All District 1199P contracts plus four covering Beverly homes in Pennsylvania represented by the Service Employees expire Jan. 31, 1990. The common expiration date was a goal of the nursing home workers so that no one home's workers would have to bargain with Beverly alone.

The two contracts with District 1199-New England are first-time agreements covering 150 workers at homes in Attleboro and Lexington, Mass. The remaining agreements cover about 550 District 1199P members in Pennsylvania who work at Beverly-owned nursing homes in Lewistown, East Stroudsburg, Monroeville, Meyersdale, Pottsville, Uniontown and Tunkhannock.

INVESTMENT IN PRODUCTIVITY

Keeping Our World Lead

The American worker is the most productive worker in the world.

By contrast, a French worker produces only 84 percent as much as the American worker.

A German worker produces only 81 percent as much as the American worker.

A Japanese worker produces only 69 percent as much, and a Korean worker produces only 33 percent as much as the U.S. worker.

These figures for 1986 come from the Bureau of Labor Statistics.

And BLS also found that most other industrialized nations have slowed down in their efforts to catch up to the U.S. productivity level.

So American workers are still tops when it comes to productivity.

But that's not enough for many business and corporation leaders. They are not satisfied with having the most productive workers in the world.

They want the cheapest labor in the world.

But the enormous success of the American economy was not built on cheap labor.

The American economy operates successfully because workers are both producers and consumers.

Productive workers should be highly paid workers—because highly paid workers and their family buying power make up the strong consumer base for a growing, dynamic economy using the latest technology and mass production techniques.

Education Raises Productivity

One key source of high productivity growth is education.

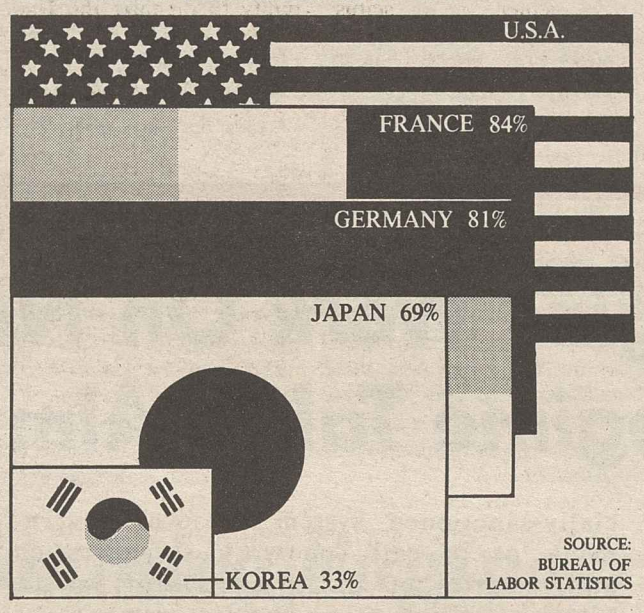
The U.S. education system, for all the scrutiny it is under in the 1980s, has equipped American workers with versatility and ability to operate the latest equipment, to use tools and machines with knowledge and skill.

Edward Denison, a leading productivity expert, says superior U.S. education in schools and training programs accounts for 20 percent of U.S. productivity growth.

And advances in knowledge from all other sources in our "information-rich" society contribute another 54 percent of our productivity growth, he says.

Also, American culture is more receptive to change than other nations. Americans generally accept and welcome changes—even as we try to prevent job loss and seek to cushion workers from the hardships and the adverse effects of change and progress.

U.S. PRODUCTIVITY LEAD
OUTPUT PER WORKER IN 1986



SOURCE: BUREAU OF LABOR STATISTICS

But What About the Future?

That's the good news about America and the American workforce. But how long can we hold that lead?

A long time, if all the partners—government, labor and management—focus sharp attention and target investment on keeping us the most productive.

But that is not happening. For most of the 1980s, we've had a federal government that won't do its share.

Business corporations love the Reagan Administration's claim that "a free market takes care of everything" because Corporate America wants profits and more profits, wants them now, and will ship U.S. jobs anywhere people will work cheap.

Workers have done more than their share, often loaning billions of dollars to employers in foregone wages in the airline, meatpacking, steel and virtually every other major industry. Other workers, who don't have a voice in such matters because they don't have a union, have also given millions without knowing it.

What workers want, of course, is equal sharing in that investment in the future—and they're not getting it when the federal government won't invest and the U.S.-owned multinational corporations will invest everywhere but at home.

Help for Dislocated Workers

Investment in human resources is the idea behind the dislocated worker assistance program under the Job Training Partnership Act. And that's the idea behind trade adjustment assistance and behind the "worker re-adjustment assistance program" in the omnibus trade bill that was making its final way through Congress in April 1988. Each of those programs is woefully inadequate and wholly underfunded.

Research and development leading to new technology and new products is another major source of productivity growth. Americans spend a larger share of the nation's income on R&D than our major foreign competitors. And 46 percent of R&D funds come from the federal government.

Investment in new, modern plant and equipment is another important source of productivity growth—but it's not the only source, or even the most important.

The average age of plant and equipment in U.S. manufacturing has gone down during the past 50 years as a result of new investment.

But Denison says investment accounts for only 15 percent of productivity growth in the United States.

Low interest rates contribute to private investment and also to productivity-raising public investment in "infrastructure," the public facilities, roads, water and sewer systems, transportation and communication facilities that make private business more productive.

Too often overlooked is the commitment and motivation of the American workforce.

Union Productivity Role

Americans must recognize the positive role of unions in raising productivity.

More and more enlightened and self-interested business management leaders advocate bringing workers into the productivity equation. They recognize the positive productivity role of unions in giving a voice to workers.

Too often business wants a "union-free environment" in which to make unilateral decisions without sharing the gains of productivity.

If workers have a voice, if they can add their input through their union, genuine labor-management cooperation will pay off in higher productivity.

For many workers, the sense of personal worth that comes from work well done is an integral part of their personal identity.

So a good job and fair pay are essential to the good life that enables workers to achieve satisfaction on the job and to healthy family and community life.

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AFL-CIO LEGISLATIVE ALERT!

Cents And Sensibility

Minimum Wage Fight Delayed In The House: How Will Your Representative Vote?

House consideration of the minimum wage bill, originally scheduled for this week, has been postponed. If you have not yet contacted your representative on this issue, you still have a chance to do so before he or she will be asked to vote.

As currently drafted, H.R. 1834 would raise the current minimum of $3.35 to $5.05 in annual increments over four years. It is expected that a labor-supported amendment will be introduced to index further increases to the rise in general pay levels.

However, conservatives and the business community have launched a major effort to weaken or defeat the bill. Hostile amendments could include: a "training wage," which is actually a warmed-over version of President Reagan's sub-minimum wage proposals; a small business exemption, which would strip tens of thousands of workers of the Fair Labor Standards Act protections they now enjoy; and an attempt to remove the last step-increase to $5.05 in 1992.

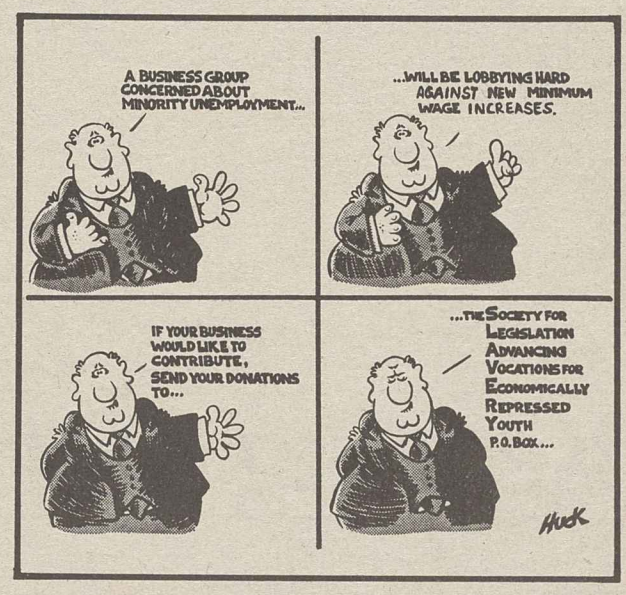
In addition, a substitute bill may be offered, which would lower the yearly increases to inadequate levels.

In the debate on whether or not to raise the minimum wage, the opposition continues to misstate various so-called economic "facts." Their central claim is that an increase in the minimum wage will create unemployment. Employers, they say, unable to afford the wage increase, will lay-off their minimum wage workers. However, a look at recent history tells the real story.

Including step-increases, the minimum wage has been raised fifteen times since it's inception in 1938. Logically, an employer seeking to avoid being adversely affected would lay-off workers shortly before or after the raise took affect. If you compare the official federal government employment statistics of three months before a minimum wage increase to three months after, the number of people employed increased in all but one instance. And that case, in 1975, occurred during the deepest part of the recession of the mid-1970s.

So if our experience can be so well documented, what's the rationale for the "big lie" technique. A look at the hidden effects of the minimum wage gives us an idea of why the unemployment myth is perennially raised by low-wage employers and their "smoke-and-mirror" economists.

In 1986, 35% of all minimum wage workers were living below the official poverty line -- 22% hovered just above it.



A large number of these workers are eligible for some type of government assistance -- welfare, medicaid, food stamps, etc.

In essence, the taxpayer -- you and I -- is forced to make up the difference between what the employer pays and what a person needs for minimal sustenance.

Your representative should be asked to oppose this back-door corporate welfare subsidy, and support the strongest possible minimum wage bill.

As Congress Begins Work On New Sanctions Bill South African Regime Takes Aim At Trade Unions

H.R. 1580, a bill calling for comprehensive sanctions against the racist South African government, is expected to be marked-up in subcommittee later this month. The AFL-CIO is supporting the bill.

Recent actions by the South African government have underscored the desperate need for increased international pressure on the apartheid regime. There, the government has dealt two severe blows to the black trade union movement by effectively banning the Congress of South African Trade Unions (COSATU), and by introducing another restrictive labor relations bill in the South African Parliament.

COSATU, the largest of South Africa's black labor federations, is permitted only to maintain bank accounts, perform administrative functions, and engage in government sanctioned actions. The federation is now forbidden to campaign for disinvestment or sanctions by foreign companies or government, to call for the release of detainees or the legalization of outlawed political organizations, to develop democratic structures in opposition to the officially-sanctioned system of local government, or to call for work stoppages on anniversaries of dates significant in the history of the anti-apartheid movement.

The labor relations bill, which is now pending in South Africa's Parliament, is designed to further weaken the labor movement by curbing the right of any black union to mobilize legal strikes and boycotts.

The AFL-CIO, which has been fighting against the apartheid system in South Africa for the last 30 years, strongly supported the passage of the Anti-Apartheid Act of 1986 and the override of President Reagan's veto of that Act. But, according to AFL-CIO data, the Reagan Administration has blatantly failed to enforce these sanctions. During House hearings last year, AFL-CIO Secretary-Treasurer Thomas Donahue reported that $130 million in embargoed South African goods had already entered this country.

COSATU, the National Council of Trade Unions (NACTU), the second largest black labor federation, and several other independent unions have issued several appeals for stronger and enforced sanctions to be instituted by all concerned nations.

In solidarity with these South African trade unionists, the AFL-CIO is calling for the strongest possible U.S. sanctions legislation to be enacted. H.R. 1580 and S. 556, its Senate counterpart, would mandate a total trade embargo.

In recent letters to the chairmen of the House and Senate subcommittees on Africa, AFL-CIO President Lane Kirkland declared that "The United States has a responsibility to continue to play a leading role in demonstrating to all South Africans that the world will not accept regressive actions by the South African government without an appropriate response."

"If the Anti-Apartheid Act of 1986 did not sufficiently impress the South African government" added President Kirkland, "then new and stronger action must be taken until we get their attention."

What You Can Do: Members of the full House Foreign Affairs Committee should be contacted. Ask them to support S. 1580, and oppose any efforts to weaken the bill.

AFL-CIO news

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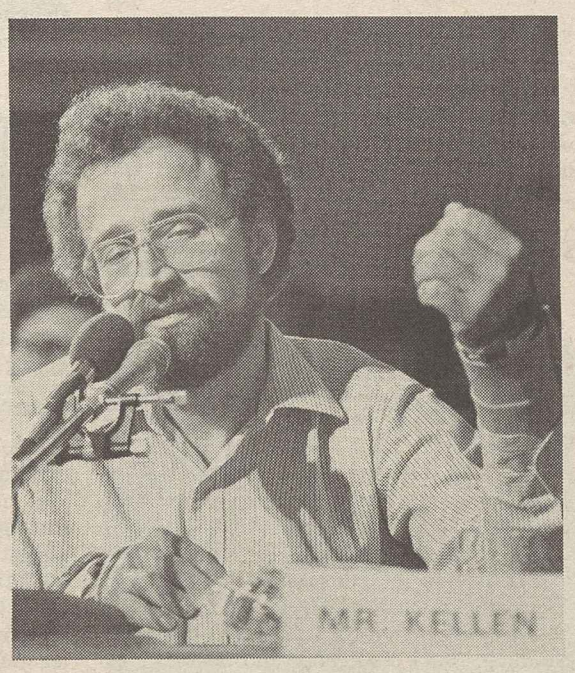
Senate target of final trade push after big 312-107 House victory



Two Steelworkers' wives describe workplace accident that killed their husbands, and David Kellen, a UFCW member employed by John Morrell Co. in Sioux Falls, S.D., tells of the pain of carpal tunnel syndrome.

Labor's efforts spur win on plant closings

By David L. Perlman

The House took a job-saving trade bill a big step closer to becoming law with a decisive 312-107 vote that cleared the way for final Senate approval.

As passed by the House, with a labor-supported requirement for advance notice of plant closings retained intact, the measure met the AFL-CIO test of "a significant improvement" over present law.

President Reagan had demanded that the business-opposed plant-closing notice be stripped from the House-Senate conference before he would consider signing the legislation. Republican leaders tried to oblige him, but the House refused to go along.

First, it voted 252-167 against a motion to send the measure back to a House-Senate conference for deletion of the plant-closing language. It then approved the measure by a margin well in excess of the two-thirds needed to override a presidential veto.

AFL-CIO Legislative Director Robert M. McGlotten said the one-sided vote "reflects the sentiment in the country and Congress" and sends "a clear signal to the President."

The federation, in alliance with mayors and local governments, strongly backed plant-closing notice with a vigorous lobbying effort to prevent the gutting of the bill.

The AFL-CIO trade effort is detailed on pages 4 and 5.

In a letter to House members, AFL-CIO President Lane Kirkland termed the trade vote "among the most important" that will be cast in this Congress.

Continued on Page 8

Probe shows pressure on OSHA

Bush influence linked to retreat on safety

By Arlee C. Green

Reagan Administration officials, including Vice President George Bush, have pressured the Occupational Safety & Health Administration to acquiesce to industry-initiated regulatory changes that have weakened on-the-job health and safety protections for workers, ten OSHA employees testified at Senate hearings.

At the same hearings, the AFL-CIO called on Congress to strengthen OSHA by expanding worker protections, expediting standard setting, toughening criminal and penalty provisions and requiring worker training and education.

OSHA scientists told the Senate Labor & Human Resources Committee that they had to make end-runs around Administration roadblocks, and compliance officers described how OSHA management puffs up job site inspection figures as part of a "numbers game."

A day earlier, Steelworkers President Lynn R. Williams, chairman of the AFL-CIO Standing Committee on Safety & Occupational Health, testified that OSHA is "failing to do its job to protect the safety

Continued on Page 2

Senate panel hears of injuries, deaths

The Occupational Safety & Health Administration's failures during the Reagan years to set standards left a trail of injuries and death, OSHA's victims and their survivors testified.

Witnesses before the Senate Labor & Human Resources Committee included spouses and parents of workers killed on the job, a farmer who was nearly killed in a grain elevator explosion, a meatpacker who again faces hand surgery for carpal tunnel syndrome and a union organizer unable to get OSHA to enforce its field sanitation standard.

Committee Chairman Sen. Edward M. Kennedy said these witnesses provided "the human face" to the statistics and documents detailing the impact of OSHA policies on workers.

- David Snyder and John Simon both Steelworkers employed at St. Joe Minerals, a zinc processing plant in Monaca, Pa., died on July 24, 1985, in an accident that should not have taken place.

Snyder, 31, filling in for another worker, went into a condensing tank through a small hatch. Once inside, he was overcome by carbon monoxide. His wife testified he had expressed concern about safety at the plant and had taken out added life insurance. He had three children.

Simon, 36, was a would-be rescuer. After finding out he couldn't enter the tank

Continued on Page 2

Locomotive Engineers vote affiliation

Cleveland—Members of the Brotherhood of Locomotive Engineers, the nation's oldest railroad union, have voted overwhelmingly to affiliate with the AFL-CIO.

The BLE, which celebrates its 125th anniversary next month, represents more than 28,000 railroad employees in the United States and Canada. It has never previously been affiliated with a trade union federation.

BLE President Larry McFather said 78 percent of those voting in the referendum approved affiliation and said the number of those casting ballots—exceeding 50 percent—was one of the highest participation rates in a BLE referendum.

The AFL-CIO Executive Council last February authorized Federation President Lane Kirkland to accept a BLE affiliation bid if the union submitted one. The next step is for the BLE to make formal application.

McFather said a fundamental restructuring of the rail industry has placed great pressure on railroad workers in every craft. "Many of the issues surrounding this restructuring are being dealt with in the legislative arena," McFather said. "And the AFL-CIO's support in the Congress can be critical in this effort."

"It is essential that all rail unions work together in dealing with the rail industry's problems, whether in the Congress, at the bargaining table or in organizing campaigns," he said.

McFather is a member of the executive committee of the Railway Labor Executives' Association, the coordinating body of the nation's rail unions.

The union maintains its headquarters in Cleveland, where it owns its own building and convention center.

The BLE was founded in Marshall, Mich., as a protective association for a small group of engineers. The first convention was held in Detroit and on May 8, 1863, with delegates representing engineers on the Michigan Central, Michigan Southern & Northern Indiana, Detroit & Milwaukee, Grand Trunk, and Michigan Southern railroads, they formed the Brotherhood of the Footboard, and named W.D. Robinson as first chief engineer.

A year later the name was changed to the Grand International Division of the Brotherhood of Locomotive Engineers, and by 1867 membership had grown to 8,000.

When the BLE celebrated its centennial in 1963, one of the highlights was a train trip to Marshall, Mich., to visit the monument commemorating its founding.

Price rise slices paychecks

The buying power of Americans slumped in March, caused by the sharpest one-month jump in the inflation rate in a year and a dramatic reduction in the average hours of work.

Together, it meant a three-tenths of 1 percent loss in real earnings from February and left the buying power of workers' paychecks 1.2 percent below what it was a year ago.

The Bureau of Labor Statistics reported the Consumer Price Index for urban consumers rose one-half of 1 percent in March, the largest one-month rise since January 1987, with increases in the cost of clothing, food and transportation accounting for much of the jump.

Clothing costs recorded the steepest one-month increase since the BLS started keeping such data 41 years ago, with women's clothing particularly high.

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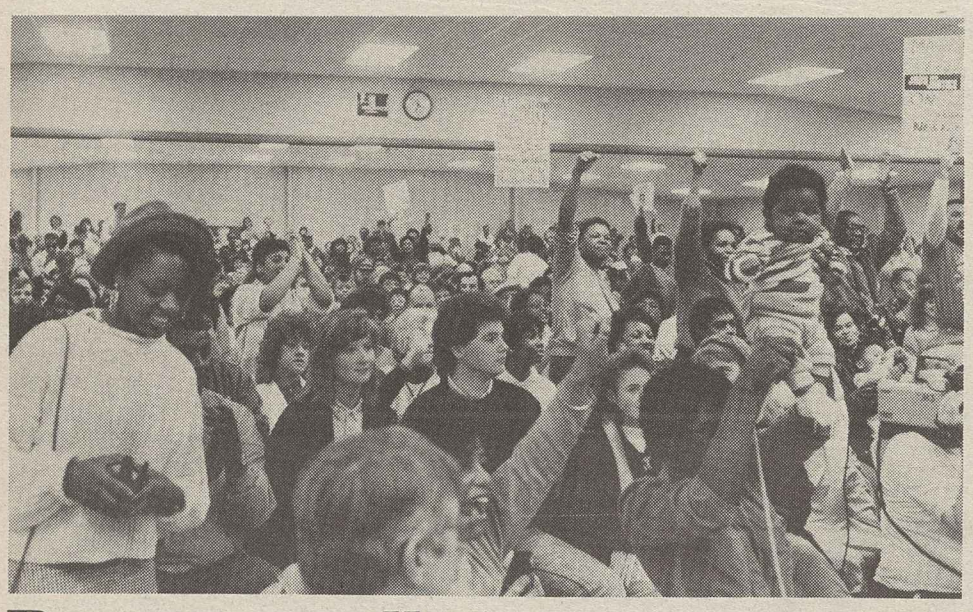


Reason to rally

Workers celebrate two local union victories at a Jobs with Justice rally sponsored by the Bloomington-Normal, Ill., AFL-CIO. Two days before the rally, Machinists Local 1000 ended a six-week strike at the Eureka Co. by ratifying a new agreement. A day later, Rubber Workers Local 787 won a first contract covering 170 workers at America OTR, a new venture by Georgia's Edwards-Warren Tire Co. which bought the old Firestone plant.

New Jersey Federation asks rise in state minimum wage

Atlantic City, N.J.—Delegates to the New Jersey AFL-CIO convention reviewed a legislative program calling for state and federal action to raise the minimum wage, strengthen collective bargaining and meet health care needs.

The 1,100 delegates also endorsed the re-election bid of Democratic Sen. Frank Lautenberg and adopted resolutions honoring two New Jersey representatives—retiring Rep. Peter W. Rodino Jr., who chairs the House Judiciary Committee, and the late Rep. James Howard, who headed the House Public Works & Transportation Committee.

President Charles H. Marciante and Sec.-Treas. Edward B. Pulver were re-elected by acclamation, Marciante to his sixth term in office and Pulver to his third full term.

Delegates also elected four new members to the executive board and returned 42 incumbents to office.

Earlier, the convention had approved a change in the constitution that expanded the executive board to 46 members as a result of the Teamsters' reaffiliation.

In his report to the convention, Marciante focused on economic gains made through labor and business cooperation, noting that New Jersey's jobless rate of less than 4 percent was one result of this cooperation.

He said that the state's transportation trust fund—renewed for seven years with matching state and federal funds—has already created more than 100,000 jobs.

Pulver told the convention that the state federation was stronger than ever, with the recent reaffiliation of the IBT, the state building trades conference and District 3 of the Electronic Workers.

Legislative agenda

The state federation's 14-point legislative program calls for an increase in the state minimum wage to $5.05 over four years, expanded prevailing wage protections, health care for unemployed workers for at least six months, expanded collective bargaining rights for public employees and parental leave.

In workshop sessions and seminars, delegates discussed plans to use union pension funds to create jobs and needed housing, and reviewed a proposed program under which unused land provided by Jersey City authorities would be rehabilitated by union members.

Other workshops covered health care cost containment and continuing economic development and growth.

Tales of horror described under weak OSHA rules

Continued from Page 1

while wearing an airpack breathing device, he climbed in and was going to put the unit once inside the tank. But he also was overcome. Snyder died in the tank and Simon was revived, but died the next day. He had two children.

OSHA has been working on developing a confined workspace standard for more than a dozen years.

• Eileen Paumier told how her husband, a maintenance man at Winters Industries in North Canton, Ohio, died while working on an elevator. Paumier had turned off the elevator and climbed onto its roof. While he was working, another employee switched the elevator back on, and he was crushed to death. Only 12 hours after his death, the company installed a lock-out switch—an inexpensive device that would have prevented his death.

OSHA has been working on a lock-out, tag-out standard since 1978.

• Dennis Herlyn, a farmer from Parker, S.D., was severely injured on Nov. 2, 1985, while making a phone call inside the front office of a grain elevator. A tremendous explosion destroyed the room he was in, setting fire to other persons nearby and killing three workers in the elevator.

Nearly buried alive

The 38-year-old Herlyn fell amidst concrete and corn into the basement where he was trapped for nearly four hours. In the first 20 minutes, corn rained in on him, almost burying him alive.

"I thought I was going to suffocate; corn was going in my mouth; there was smoke and fire all around," he testified. His left leg was severely fractured and his right leg was amputated. Ten weeks in the hospital were followed by extensive therapy. It was nearly a year before he was able to walk unaided.

OSHA began rulemaking on a grain dust standard following three fatal explosions during Christmas week 1977. Extended court action by unions and others resulted in OSHA's issuance last December of a rule severely watered down by the White House Office of Management & Budget.

• David Kellen, a meatpacker from Sioux Falls, S.D., has worked for John Morrell Co. for 17 years. In 1975, he was put on the hog kill line as a leaf lard puller, ripping fat from the rib cages of carcasses, a physically tough job. He had to grab the fat, twist his wrist 180 degrees and lift, like a weightlifter doing a curl, more than 1,300 times an hour. By 1978, he had carpal tunnel syndrome, an ailment that can cripple.

After surgery, he returned to work. A speed up pushed him to make more than 2,000 pulls an hour. By 1985, his wrists were as bad as in 1978 and he was put on light duty. But "light duty" meant he had to scoop dry ice into boxes—more than two tons a shift. When his doctor said "no more scooping," Kellen was laid off, then brought back to sweep floors. He again faces surgery.

• Mary Wall tearfully told how her 19-year-old-son, Martin Lawless, fell 30-feet to his death on Christmas Eve 1986 while working as an apprentice roofer on a General Motors' plant in Framingham, Mass. His father was working only a few feet away and saw his son fall. Mrs. Wall told the committee her son had expressed concern about safety at the job site and had nearly fallen three weeks earlier.

Formal complaint

An officer of the Framingham-Newton Building & Construction Trades Council had asked OSHA four days before the accident to inspect the site. OSHA told him to make a formal complaint in writing. He did so and it was being processed when Lawless died.

• Juanita Cox, a volunteer organizer for the Farm Workers, explained her frustration in getting OSHA officials in Texas to enforce the field sanitation standard the agency so reluctantly issued in 1987. That standard assures fresh water for drinking and handwashing and toilets. Most growers don't bother to provide such necessities if the workers are only going to be in the field for a few days.

Since OSHA has closed down two offices in Texas, Cox said, it takes an inspector more than three hours to reach the farm sites in her area from the nearest agency office and it's usually not done until "days to weeks" after the workers have left the location.

John Stepp named to Labor Dept. post

John R. Stepp was appointed by Labor Sec. Ann McLaughlin as the deputy under secretary for labor-management relations and cooperative programs. The post was formerly held by Stephen I. Schlossberg, now director of the Washington office of the International Labor Organization.

Stepp joined the department's labor-management section in 1980.

Officials testify to pressure for lower standards

Continued from Page 1

and health of American workers." Reagan policies have weakened standards, cut budget and staffing and left an "empty shell of a program," he said.

Williams urged expanding protections to workers not currently covered by the law and requiring worker training. Penalties must be strengthened and union participation should be a "cornerstone of all worksite safety and health programs," he said.

Safety committees should have the right to inspect workplaces, shut down dangerious jobs and review employer hazard control measures, Williams said..

Dr. Frank Mirer, UAW safety director, called on OSHA to renew its commitment to standard setting. He urged Congress to provide adequate funding and strip the Office of Management & Budget of its "de facto role as a super regulatory agency."

Practices challenged

Eric Frumin, Clothing & Textile Workers' safety director, backed the call for empowering workers and their unions with legal authority to "directly challenge the improper safety practices of corporate management," He urged Congress to allow workers to move "from a mere right to know to an effective power to act."

In response to questions from Committee Chairman Sen. Edward M. Kennedy, OSHA's specialists agreed that standards have been weakened and delayed by influence of the Labor Dept.'s high-level Policy Review Board, OMB, the Vice President's Task Force on Regulatory Relief and the Domestic Policy Council.

Dr. Sheldon Weiner, director of the Office of Standards Analysis & Promulgation, said OMB constantly presses for significant changes in scientific and technical information, despite having no staff qualified in those areas. John Martonik, deputy director of health standards, acknowledged the agency is being pressured to change the methods of compliance rule.

Revisions pressed

In his questioning, Kennedy cited a memo from Labor Dept. Assistant Sec. Michael E. Baroody to OSHA Administrator John A. Pendergrass. The memo detailed Vice President Bush's directive, at a meeting of the Task Force on Regulatory Relief on Mar. 23, 1988, that OSHA "cooperate fully with OMB" in fulfilling the task force's goals. A key item, Baroody noted, is the revision of the methods of compliance rule.

Both Martonik and Weiner agreed that the changes sought by OMB would significantly weaken the standard and endanger workers. One change would have permitted greater use of respirators in place of engineering controls. "It was a waste of our time to work on this," Martonik said. "We wasted five years of staff time."

Dr. Susan Harwood, staff project officer for the blood borne diseases standard, said OMB blocked OSHA from publishing a notice of proposed rulemaking for that standard. Pendergrass agreed instead to publish an "advanced" notice of rulemaking, which will add at least one year to the standard-setting process, Harwood said.

Further, she said, OMB changed the advanced notice so that it requested information on "whether" to regulate blood borne diseases in the workplace, rather than "how" to regulate them. She said the agency has had sufficient information to issue a proposed rule since March 1987.

Both the Service Employees and AFSCME petitioned the agency for an emergency standard. Only guidelines are now in effect.

Jennifer Silk, project officer for the hazard communication rule, explained how OMB tried at three different stages to gut provisions of that standard. OSHA issued the rule last August under a court-ordered deadline, and OMB disapproved of a number of key provisions. Just before the hearings, OMB approved all but a few items, while requiring OSHA to reopen rulemaking on the standard.

OMB's involvement in the standard-setting process has a "chilling effect" on OSHA staff who are always mindful that OMB must be satisfied first, Silk said. Sen. Howard Metzenbaum (D-Ohio) asked Harwood and Silk if "OMB ever says its changes are to further protect the health of workers." Both answered, "No."

Wood dust studies

Dr. Peter Infante, director of the office of standards review, said OSHA has not responded to a March 1985 request from the Carpenters for an emergency standard on wood dust. A May 1986 agency memo said "human studies" have established the link between exposure to wood dust and nasal cancer. Infante said he has not received further instructions to develop a rule, although "sufficient evidence exists."

The Auto Workers twice petitioned for a standard on formaldehyde and spent years in court to get a rule set, but it was crippled by OMB. Martonik said OMB penciled out sections of the rule to remove the idea that formaldehyde causes cancer.

James Scully of OSHA's safety staff said 1,650 workers have been killed while the agency has been working on a lockout/tagout standard which covers electrical or mechanical de-energizing of equipment for maintenance or repair.

Inspection numbers

Compliance officer Ronald Sarnacki of the Dallas OSHA office said he and another inspector generated the paperwork for 48 future inspections on the last day of fiscal 1987 to boost inspections figures. In response to questions from Kennedy, he said such actions conflict with OSHA procedures and it illegally gives employers advance notice of inspections.

Similar number-building tactics were taken in the Irving, Tex., office, said industrial hygienist Michele Vallon, who said she and another staffer "conducted" 50 inspections at construction sites in three days. Hygienists normally don't inspect construction sites, she noted.

The same game is played in Philadelphia, hygienist John Barry said, noting quotas are set for inspections. He noted that Pendergrass was asked at an agency conference how the staff could be motivated "when they are on a treadmill." Pendergrass said he was sure the area director could get the job done.

Supreme Court says 'yes' to union free speech

An 8-0 Supreme Court decision upheld the free-speech rights of unions to appeal for public support and rejected the Reagan-appointed Labor Board's attempt to interpret peaceful handbilling at a shopping mall as an illegal secondary boycott.

The ramifications of the case go far beyond the perimeters of the East Lake Square Mall in Tampa, where more than eight years ago the Florida Gulf Coast Building & Construction Trades took its dispute with the mall owner to the public.

If the decision had gone otherwise, AFL-CIO Associate General Counsel David Silberman noted, unions would have a lesser degree of constitutional protection than other groups in society. The court's unanimous ruling, he said, will be a powerful precedent in thwarting future legal challenges to a wide range of legitimate union acitivities.

The long legal battle began when union members passed out handbills to persons coming into the shopping mall.

The leaflets asked customers to protest a switch to nonunion construction by not patronizing stores in the mall unless the mall owner promised that future construction would be done by contractors paying fair wages.

According to the mall owner, the union appeal to the public was illegal under a section of the Taft-Hartley Act intended to protect parties not involved in a labor dispute from being coerced or threatened to prevent them from doing business with a particular firm.

That's the interpretation the Justice Dept. and the Reagan-appointed National Labor Relations Board sought to put on the dispute.

But the Supreme Court decision, by Justice Byron R. White stressed that there was no element of coercion involved. It said:

"The handbills involved here truthfully revealed the existence of a labor dispute and urged potential customers of the mall to follow a wholly legal course of action, namely not to patronize the retailers doing business in the mall."

Voluntary action

It noted that "the handbilling was peaceful" and picketing was not involved. If a business loses customers because of such handbilling, the court held, it's because its customers were persuaded to a voluntary course of action, not because they were "intimidated by a line of picketers."

The union's message on "the dangers of inadequate wages" is entitled to full free-speech protection, the court noted, and any attempt to curtail the expression of viewpoint would have to meet stringent constitutional standards.

It was the broader ramifications of the case that stirred widespread interest—and concern—as it shuttled back and forth between the NLRB and the Supreme Court, with intermediate stopovers at the appellate court level.

In the pre-Reagan era, the NLRB had dismissed the secondary boycott charge by the Edward J. DeBartolo Corp., which owned the mall. It found a "symbiotic relationship" between the mall owner and the store tenants and held that the call for a boycott of the stores was a means of "publicity" specifically allowed under labor law.

The Supreme Court rejected that interpretation in a 1983 decision and sent the case back to the NLRB.

With a new, Reagan-appointed membership, the NLRB supported the mall owner and ruled against the position of the building trades unions.

But the 11th Circuit U.S. Court of Appeals held in a 1986 opinion that to interpret the Taft-Hartley Act to prohibit distribution of handbills would put the Act on a collision course with the First Amendment right of free speech.

That was the focus of the high-level legal debate last January when the Supreme Court heard oral argument on the case.

Attorneys for the Justice Dept. and for the DeBartolo Corp. argued that the appellate court's "free-speech" emphasis would give unions new means of imposing an illegal secondary boycott.

Equal right

AFL-CIO General Counsel Laurence Gold countered that a union has the same right as any other group in society to express its views and seek public support —whether the issue is protests over investments in South Africa, the move of jobs overseas or a labor dispute.

The NLRB's position, Gold suggested, is that the secondary boycott restriction can be construed so that a union's message "can be obliterated."

All eight members of the court present for the argument concurred in the conclusion that a union's non-coercive message to the public is constitutionally protected. The court's newest member, Justice Anthony Kennedy, had not taken his place on the Supreme Court when the case was heard.

Kirkland sees turnaround after civil rights lean years

More than 100 trade unionists took part in the AFL-CIO's weeklong review of the status of civil rights in America in the final months of the Reagan Administration.

Federation President Lane Kirkland opened the AFL-CIO Civil Rights Institute at the George Meany Center for Labor Studies on a note of optimism. "After seven lean years of defense and damage control, it is good to be moving ahead again on civil rights, human rights and equal rights," he declared.

"We are no longer on the defensive" in the area of civil rights, Kirkland stressed. He said the override of President Reagan's veto of the Civil Rights Restoration Act put "the federal government back in the battle against discrimination."

Kirkland pointed to increased political power by blacks as a catalyst for change. "The overturning of the Supreme Court decision in the Grove City case—and the override of President Reagan's veto of legislation to redress that wrong—didn't occur in a vacuum," Kirkland said. "The groundwork for it was laid in 1984, when the civil rights movement and its allies engaged in one of the most intensive, and most successful, voter registration drives ever undertaken in this country," Kirkland said.

AFL-CIO Civil Rights Director Richard Womack looked to the conference to "better prepare our delegates" and build the civil-rights-labor coalition for the coming election.

A. Philip Randolph President Norman Hill also stressed the power of the ballot box in his address to the conference.

He emphasized that seven years of Reaganomics has been disastrous for black Americans—particularly the working-class and poor. "However, Ronald Reagan won't have us to kick around any more," Hill said. "Mercifully, the Constitution prevents him from running again."

March to ballot box

Hill said that "guided by the spirit of A. Philip Randolph, our march is to the ballot box." He noted that Apr. 15 was the 99th birthday of Randolph, founder of the Sleeping Car Porters Union and organizer of the 1963 March on Washington.

"Randolph succeeded because his cause was righteous and he was never afraid," Hill explained. "We are Randolph's children—marching together we will never be denied."

Other speakers covered the state of law on civil rights, the economic and political status of women and minorities, and the role of the Equal Employment Opportunity Commission and the Labor Dept.

Prevailing pay applied to all Illinois cities

Chicago—The Illinois Supreme Court ruled that the state's prevailing wage law for public construction projects applies to all communities, including those with home rule. The court said allowing separate jurisdictions to govern labor conditions would create a "confederation of modern feudal estates."

In the 4-3 decision, the state's highest court reversed a lower court ruling that Highland Park did not have to require contractors to pay the prevailing wage for work on a water treatment plant project.

"It's a great victory for working men and women in Illinois, especially in the building trades," said state AFL-CIO President Robert G. Gibson.

More than 100 Illinois jurisdictions with populations of 25,000 or more qualify for home rule under 1970 amendments to the state constitution.

Illinois Atty. Gen. Neil F. Hartigan, who personally argued the case for statewide application of the prevailing wage law, said hundreds of millions of dollars are spent on public works projects, adding "the public has the right to expect quality work by skilled workers who are paid decent wages."

The decision pointed out that allowing one jurisdiction in one county to avoid the prevailing wage law would have a depressing impact on computing the prevailing wage paid workers on other projects in the county.

AFL-CIO Vice President John T. Joyce and Guatemalan trade union leader Juan Francisco Alfaro Mijangos at House Foreign Affairs hearing.

Lag in CADO talks delays Central American progress

The AFL-CIO told Congress it is concerned at the slow pace of negotiations to establish the Central American Development Organization designed to assure that U.S. assistance to that region will strengthen democracy and human rights, while spurring economic development.

AFL-CIO Vice President John T. Joyce, president of the Bricklayers and the federation's representative in CADO negotiations, said the Reagan Administration's failure to "proceed energetically" with CADO negotiations has been a factor in delaying formation of the tripartite organization of government, business and trade unions envisioned by the Kissinger Commission's 1984 report on Central America.

AFL-CIO President Lane Kirkland was one of 12 members of the National Bipartisan Commission for Central America and is leading advocate of permanent, reliable development aid for Central America.

It has been a year since the last negotiation session on terms of CADO's initial charter. Representatives of the tripartite groups from the United States, Costa Rica, El Salvador, Belize, Panama, Guatemala, and Honduras participate in the talks.

Joyce was accompanied in his appearance before the House Foreign Affairs subcommittee by Juan Francisco Alfaro Mijangos, secretary general of the Guatemalan Confederation of Trade Union Unification.

Alfaro said trade unionists have insisted that the democratic labor movement have some influence and active participation in monitoring the distribution of foreign aid so that the benefits will reach the people.

"For the United States it is an opportunity to contribute positively, and regain in its entirety the Central American people's friendship," he said.

Both Joyce and Alfaro assailed efforts by management-dominated Solidarista employee associations to represent labor in the CADO organization. There are nearly 2,000 such associations in Central America. Most are in Costa Rica, but the concept has spread to Guatemala, Honduras and El Salvador.

Joyce said the AFL-CIO considers these associations as "company unions," unable to negotiate collective contracts and without power to participate in grievance procedures—two functions essential to worker representation.

"The AFL-CIO does not recognize Solidarista associations as representatives of labor, but believes them to be thinly veiled excuses to destroy genuine trade unions," Joyce said.

Alfaro called the associations "really yellow unions more responsive to management's than to workers' interests."

Ruling rebuffs attack on agency shop fees

Norfolk, Va.—A federal court upheld the Air Line Pilots' requirement that pilots under an agency shop clause contribute to the financial costs of bargaining activities regardless of whether the costs are incurred on their particular airline. The National Right to Work Foundation had challenged the union's right to collect agency fees.

Under agency shop agreements, pilots who are represented by ALPA but do not become members are required to pay a service fee to the union equal to the amount of membership dues.

The RTW foundation had argued that the only expenditures an agency-fee payer can be compelled to support are those relating to bargaining in his specific unit, and held that the union must rebate any bargaining expenditures not directly related to an individual's airline.

The RTW group challenged various procedures ALPA used in disclosing and rebating to agency-fee payers the expenditure not germane to bargaining and in arbitrating disputes over such rebates.

Chief Judge Albert V. Bryan Jr. of the U.S. District Court for Eastern Virginia ruled in the union's favor, accepting the union's position that it was unrealistic to look at bargaining costs on an airline-by-airline basis because "collective bargaining negotiations at any one airline are directly affected by, and also directly affect, negotiations at all other airlines."

The judge also held that ALPA's rebate procedures met the requirements established in the 1986 Supreme Court ruling in Chicago Teachers v. Hudson. Under that ruling, the high court held that any person compelled to pay such fees to unions may limit the use of his money to purposes "germane to collective bargaining."

The right-to-work group files suits hoping to narrow the interpretation of the phrase "germane to collective bargaining."

THE FIGHT FOR A NATIONAL TRADE POLICY

President Kirkland signs on for telephone conference call with 22 state federation presidents and AFL-CIO field staff to discuss labor's bid to keep plant closing notification in the trade bill. From left, Directors Richard Wilson, Organization & Field Services; John Perkins, COPE; Kirkland, and Legislative Director Robert McGlotten.

KIRKLAND TO HOUSE

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

April 19, 1988

LEGISLATIVE ALERT!

Dear Representative:

The AFL-CIO urges your support of the Conference Report on H.R. 3, The Omnibus Trade Act of 1988.

H.R. 3 is not perfect legislation, but given the unyielding opposition of the Reagan Administration to any Congressional initiatives in the area of trade policy, the bill represents a significant improvement over existing trade law.

The need for a more effective trade policy is clear. Last month's trade deficit of $13.5 billion is the most recent indication of a failed trade policy. A welcome increase in U.S. exports was overwhelmed by an increasing dependence on imports. To finance this trade imbalance, the U.S. has continued to accumulate foreign debt, reaching a massive $424 billion at the end of 1987.

These are important features of H.R. 3:

■ **Plant Closing Notification.** Much of the debate over H.R. 3—and the threat of President Reagan's veto—involves the modest plant closing notification provision. This provision is a necessary part of the comprehensive trade package. This modest provision requires firms employing 100 or more workers to provide to the employees and the community 60-day notice of a plant closing or massive layoffs.

This notice requirement also provides generous waivers. If owners are subject to economic circumstances that are unforeseen, or if such notice would interfere with keeping the plant open, or if employers did not have such knowledge 60 days in advance, the provisions would not apply. It is worth noting that this provision will affect only 2% of the nation's employers, but covers 49% of all working men and women.

The plant closing provision would give mayors and local government, social service agencies and main street businesses, workers and their families a chance to deal with a community's economic devastation when a major employer shuts down. Some communities have averted shutdowns when given notice. Fairness alone would dictate that workers have a right to know about employer decisions that drastically alter workers' lives and their communities. Many of these dislocations in recent years have been the result of trade or the transfer of production offshore.

Also, most studies show that job training is more successful if dislocated workers and communities are prepared. Plant closing notification is a reasonable addition to a successful retraining effort. Plant closing notification deserves your support.

■ **Super 301.** Potentially, this new initiative could be the most significant change in U.S. trade law. The provision requires the U.S. Trade Representative to identify priority countries that employ unfair trade practices and self-initiate 301 cases on some of those practices. Values are placed on those practices equal to the amount of lost U.S. exports. Negotiations aimed at the elimination of the unfair practices are required. Unsuccessful negotiations would result in retaliation (subject to waivers) on the value of the practices. Successful negotiations would be judged by increased U.S. exports. What distinguishes Super 301 from existing trade law is the accumulation of unfair practices, rather than ineffective, case-by-case action.

■ **Workers' Rights.** A major concern of the AFL-CIO has been the exploitation of workers overseas. Competitive advantage in trade should not be gained through the denial of basic rights or the use of child labor. The new statutory provision makes the violation of internationally recognized workers' rights an unfair trade practice under U.S. law.

Aggressive implementation of Super 301 and workers' rights could improve the world's trading system and help American businesses and workers thrive. A forceful Administration could use these provisions to end predatory foreign trade practices that destroy U.S.-based industries, their workers and their communities.

■ **Dislocated Workers.** H.R. 3 authorizes $980 million for dislocated worker programs. This is a joint Administration/Congressional initiative to train and retrain workers in order to make America more competitive. This program is long overdue. Funds still must be appropriated and in the past, well-meaning programs have been authorized to the blare of trumpets, only to die quietly from the lack of adequate funding.

■ **Trade Adjustment Assistance.** The AFL-CIO supports the extension of the TAA program, which is designed specifically to aid trade-impacted workers. The addition of a new education/training entitlement is a necessary provision, but we are deeply disappointed that the eligibility of so-called secondary workers is tied to an import fee that is unlikely to be implemented.

On balance, the modest plant closing notification program, Super 301, workers' rights in 301, TAA and the dislocated worker program merit our support for H.R. 3. We, as a nation, cannot allow our trade policy to be limited to monthly G-7 negotiations on devaluing the U.S. dollar or providing press releases on the filing of unfair trade cases. We need a more comprehensive, forthright approach, and H.R. 3—with all of its interdependent parts—provides a sound basis for a new Administration to address the massive trade deficits that bedevil our country.

The AFL-CIO urges your strong support for the Conference Report on H.R. 3. This is a vital issue, one we consider among the most important votes that you will cast in the 100th Congress.

Sincerely,

Lane Kirkland

President

PLANT CLOSING NOTIFICATION IS ESSENTIAL

by Lane Kirkland
President, AFL-CIO

After years of watching the Administration turn its back while the nation's position in international commerce goes from bad to worse, Congress stands on the brink of final action on the House-Senate conference committee's version of a trade bill that would finally create a coherent national trade policy.

Those human problems have finally reached the attention of Congress, after having traveled through hundreds of industrial and agricultural communities across the country. That painful journey has been measured by lost jobs and shattered lives, boarded up main streets and shut down factories. It's a journey that has been well reported in the press and doucmented by the government's own monthly trade deficit figures.

The bill Congress will vote on has some benefits for multinational corporations, even as those corporations continue to export jobs overseas. The oil industry will benefit from the repeal of the windfall profits tax, one pharmaceutical company has secured a patent extension worth $100 million, and there are exemptions from import duties for a slew of individually-named products.

Yet the President threatens a veto if the bill requires advance notice of plant closures or mass layoffs—a provision that addresses the human and community needs that flow from our trade imbalance.

The White House argues that plant closing notification would intrude unduly into the affairs of corporate America. Yet the requirement applies only to employers with 100 or more workers. Even those employers would be exempted if there are economic consequences the employer can't forsee, if such notice interferes with employer efforts to keep the plant open or if the employer did not have knowledge of the closing or massive layoff 60 days in advance.

Plant closings and mass layoffs affect more than the plant's employees. Closings damage local merchants and local government—everyone who benefits from the purchasing power of the plant's payroll and everyone who depends on the plant's tax revenues as a part of the community's stable tax base.

Opposition to advance notification presumes that workers and communities have no right to know about decisions that could dramatically alter their lives. It ignores the fact early warning signals have enabled some communities to save plants, and enabled many more at least to minimize the impact on afflicted workers through counseling, job search, training and retraining.

Nearly all the major developed countries in the world—the trading competitors of the United States—have provisions in law or practice that require advance notice. Many foreign subsidiaries of U.S. firms comply with these regulations on a regular basis—yet the parent company fights them here at home. And since many major union contracts already have advance-notice provisions, it's obvious that American industry can live with such standards.

The trade deficit fallout isn't confined to any particular geographic area or to isolated industries. No region of our nation has been immune from the damage. America has paid an economic and social price for the Administration's lack of a trade policy—from the Rust Belt to the Sun Belt, from such basic industries as steel, auto and textiles to sophisticated computer and communication technology.

The House and Senate should pass this trade reform legislation and the President should sign it. Then we can move on to the vital task facing workers, management and government of working together to build a better life for all Americans.

Text of "Op-Ed" article, distributed Apr. 20.

This advertisement appeared in the Apr. 21 edition of the Washington Post.

NATIONAL TRADE POLICY IS A LOCAL ISSUE

Just as the national trade deficit affects every American, the vote in Congress on national trade policy touches every American community, no matter how large or how small. In reality, national trade policy is also a vital local issue.

Hardly a day passes without news of another community experiencing the economic impact and personal pain of our inadequate trade policies: jobs lost; family dreams shattered; plants shut down; main streets boarded up.

America's trade problem has been years in the making. There will be no quick fixes. Yet, the vote on this trade bill represents a critical milestone in continuing the momentum that Congress began a year ago. Both the House and the Senate overwhelmingly approved trade legislation last year that is designed to come to grips with our serious trade imbalance. That trade imbalance remains as serious today.

The Congress will now consider a conference report that represents the culmination of the effort begun last year and sends a clear signal that the United States is serious about trade.

In recent days, much has been said about the plant closing provision passed by the Senate and subsequently approved by the conferees. The White House has threatened a veto if this provision is included in the final legislation. The question is why?

It is hard to understand why a provision that would require companies to provide workers and their communities with a modest 60-day warning in advance of a major plant closing could be the basis for a presidential veto. This provision applies only to those companies which know in advance that a plant shutdown is imminent and it affects only companies with 100 or more employees. While affecting only two percent of business establishments in the United States, it would provide some early warning for nearly half the American work force.

On the basis of fairness alone, workers have a right to know about decisions that dramatically affect their livelihoods and that of their families and their communities. Companies really shouldn't be allowed to keep such important information a secret from their workers and the community.

Local governments likewise need this advance warning in order to plan for the future in the face of the economic and social hardships which accompany major plant shutdowns.

Experience has shown us that a community and its workers can often take bold and extraordinary steps to keep plant gates open, if there is some warning. If plant closure cannot be avoided, advance warning provides workers and their communities with a head start in terms of job search and placement, counseling, and the initiation of training and retraining programs. In Canada, advance notification has helped reduce unemployment time from 22 to 7 weeks for affected workers.

America needs a trade policy . . . a policy that works at both the national and local level. That's why the legislation that is before the Congress is so important. While no single piece of legislation will solve all of our trade problems, the vote in Congress represents a critical test of our national commitment.

As Congress prepares to vote, it is important to remember that national trade policy is really a local issue affecting millions of American workers and the communities in which they live. For that most important of reasons, we urge Congress to respond with its overwhelming approval.

THE UNITED STATES CONFERENCE OF MAYORS

NATIONAL ASSOCIATION of COUNTIES

AMERICAN FEDERATION OF LABOR ★ CONGRESS OF INDUSTRIAL ORGANIZATIONS ★ AFL CIO

NATIONAL LEAGUE OF CITIES

Bonus bucks for bosses

Profit-sharing bonuses shouldn't just go to executives, Chrysler Corp. negotiators conceded at the start of contract negotiations with the Auto Workers.

UAW President Owen Bieber and Vice President Marc Stepp agreed that workers should share in Chrysler's prosperity. But they pointed out that the huge bonuses received by Chrysler executives "blatantly contradict the message they try to send."

"The message we get all the time is to strive to be the best, to eliminate waste and other cost factors, and to mimic as much as possible the behavior of our strongest overseas competitors, the Japanese," they said.

But "the very people who preach this message most insistently—the top officers of the U.S. auto firms—seek to justify their stratospheric payouts on the basis of what other American companies pay—not on the basis of what's best or what our foreign competitors do," Bieber and Stepp added.

Chrysler Chairman Lee Iacocca received $1.5 million in cash and stock options last year.

At General Motors Corp., top executives also received lavish bonuses even though 350,000 UAW members were frozen out because the auto maker's profits weren't high enough.

GM Chairman Roger Smith received an $800,000 stock bonus last year as part of his $2.2 million compensation package and the auto maker's top 5,000 executives split a bonus pot of nearly $157 million. GM profits rose from $3 billion to $3.6 billion last year, but earnings from U.S. operations were not high enough to trigger profit-sharing payments for UAW members.

At Ford Motor Co., 5,100 executives shared a pot of $248 million, while UAW members averaged $3,700 in bonuses.

Operating Engineers raise per capita

San Francisco—Delegates to the 33rd convention of the Operating Engineers adopted a $2 per capita tax increase, approved a five-year convention cycle and unanimously re-elected all incumbent officers.

The increase, to be phased in over four years, was approved unanimously by the 645 delegates. It will help finance the IUOE's long-term organizing program, which was established two years ago, and fund increased legislative and political activities.

The per capita, now $4.50 a month, will rise to $5 on July and increase by 50 cents in each of the next three years.

Terms of international officers were lengthened from four to five years, to coincide with the increase in the convention cycle from four to five years.

Larry Dugan Jr. was elected to a full term as general president. He has served in that capacity since June 1985 when he was chosen by the executive board to fill the unexpired term of J.C. Turner, who retired.

Officers re-elected

Frank Hanley was elected to his third term as secretary-treasurer. Eleven incumbent vice presidents and five international trustees were also re-elected.

The delegates adopted a number of resolutions dealing with the 1988 elections, job safety, legislative initiatives and organizing.

One resolution commits to the union "to educate, organize and mobilize to the maximum extent possible to retain control of the U.S. House and Senate and to elect a president sensitive to the needs of working men and women in the 1988 elections."

Another called on the Reagan Administration to restore the Occupational Safety & Health Administration to its "proper role in protecting the health and well being of American workers . . . by reinstituting strict standards for health and safety in the workplace, by providing the means for enforcing those standards, and by supporting initiatives to enhance worker rights."

The convention urged enactment of high risk notification legislation, to require employers "to identify, notify, treat and compensate potential and actual victims of occupational disease."

Ban on double breasting

Other resolutions called for a ban on double breasting, a construction industry practice that has cost members "thousand upon thousands of jobs," and supported "revamping the nation's unemployment insurance system to a bulwark of protection for all jobless Americans."

Citing the need to bring the benefits of trade unionism to unorganized workers everywhere, the delegates adopted a resolution making "organizing as the number one priority of the IUOE."

A resolution on health care noted that a growing number of Americans are being denied access to adequate health care coverage. "Currently, it is estimated that 37 million Americans have no health care coverage—a 40 percent increase since 1980, and an additional 50 million Americans are seriously underinsured," the resolution stated.

While a universal health care system would be the best solution to the health care problems currently facing Americans, the resolution acknowledged that in the present political climate, establishment of such a system was "unlikely."

The resolution committed the Operating Engineers "to strongly suport measures for the restoration of coverage for Americans who have lost Medicaid and Medicare eligibility due to budget cuts." It endorsed legislation to require employers to provide a minimum package of specified health care benefits to all workers and their dependents.

It backed cost containment measures and "catastrophic health care protections which include long-term care for the chronically ill until such time as the enactment of a universal comprehensive national health insurance program becomes a reality."

IUOE President Larry Dugan Jr., right, and Sec.-Treas. Frank Hanley in victory salute following re-election to five-year terms.

Lorenzo hit with probes of air empire

The heat continues to build against union-buster Frank Lorenzo's aviation empire and by all indications it's starting to hurt.

The government's "fitness" investigation of Lorenzo's entire Texas Air amalgamation comes in the wake of a series of court setbacks for his union-busting operation. The first major investigation of an airline in 14 years will look into Lorenzo's juggling of assets among subsidiaries, and the impact on safety.

At the same time, the Federal Aviation Agency proposed $823,500 in new safety fines against Lorenzo's Eastern Airlines subsidiary, and began a plane-by-plane inspection of its 267 jetliners. FAA Chief Allan McArtor said the inspections were prompted by "what appears to be recurring trends of non-compliance" with safety regulations.

The Air Line Pilots and the Machinists, welcomed the government action. They've been the principal targets of Lorenzo's union-busting tactics, including his plan to subcontract Eastern flights to a non-union cargo line in the event of a strike.

Systemwide inspections

The Air Line Pilots and the Machinists inspections to the 351 aircraft of Texas Air's non-union Continental Airlines subsidiary after a sweep of FAA files found nearly $1 million in proposed fines for alleged violations.

The Continental probe came after Capt. John J. Bavis, chairman of the Eastern ALPA unit, called for "a freeze-frame snapshot of the whole Texas Air system" so the Lorenzo operation could not shuttle parts and resources around in a shell game.

Together Eastern and Continental control about 22 percent of the air travel market.

The FAA grounded 43 Eastern planes at least temporarily after the ramp inspections. Problems discovered included fuel leaks, ripped tires, non-functioning emergency lighting, and loose rivets. Of the first 14 Continental planes inspected, the FAA grounded one because of a damaged engine.

On Capitol Hill, meanwhile, more than 150 House members co-sponsored a resolution for a wholesale probe of Lorenzo's Texas Air operations. At stake is Texas Air's authority to operate Eastern, Continental, and three regional carriers.

Textile industry counts 350,000 lost jobs

The Reagan Administration's failure to enforce import quotas caused a 17-percent surge in the textile trade deficit last year and wiped out tens of thousands of American jobs, U.S. manufacturers charged.

Robert G. Laidlow, president of the American Textile Manufacturers Institute, said that the 1987 deficit brought the loss of American jobs to 350,000 since 1980.

The institute said primary competition to American textiles comes from China, Taiwan, South Korea, Hong Kong and other nations where textiles are produced by workers making as little as 20 cents an hour.

Laidlow, attending a meeting of the textile manufacturers in San Francisco, placed much of the fault on the Reagan Administration. "The government is happily giving away our industry," Laidlow said. "People are not going to reinvest if they don't have confidence."

He said institute data show that in 1987 cheaply manufactured textiles from China and other countries caused the 17 percent deficit increase last year and said imported clothing now accounts for 54 percent of all garments sold in the United States.

Clothing & Textile Workers President Jack Sheinkman said he agreed that "the policies of this Administration have left thousands of apparel and textile workers unemployed."

"It is urgent that the Senate pass the Textile & Apparel Trade Act when it comes to the floor to stop this hemorrhaging," Sheinkman said. "We are already planning our strategy to override an expected veto by President Reagan."

The ATMI has also endorsed enactment of the legislation that would set a 1 percent annual ceiling on import growth.

Without such a limit, industry officials said they believe the U.S. textile industry will cease to exist by the mid-1990s.

Coupled with the ATMI assessment was a new report by the International Trade Commission that showed imports of cotton, wool, and man-made fibers increased by 2 percent in 1987, with total imports of those goods reaching a value of $21.9 billion.

While the growth rate was slower than the past few years, industry officials said it still threatens some 2.2 million jobs in this country.

GCIU awarded federal grant for program on drug abuse

The Graphic Communications Union and 11 other organizations will receive a total of $1 million in grants to help develop effective anti-drug abuse programs to aid workers on the job.

The 12, selected from 87 applicants, will provide 25 percent in matching funds from other sources, said the Occupational Safety & Health Administration, which is administering the grants.

The funds were appropriated under the Anti-drug Abuse Act in which Congress directed the Labor Dept. to study both the incidence of drug abuse in the workplace and efforts to aid workers through such means as counseling and rehabilitation.

GCIU will receive the largest grant—$150,000—to conduct research on and develop examples and materials for effective ways to inform and assist 1.3 million workers in 53,400 graphic communications establishments nationwide.

Other recipients include:

- Labor's Community Service Agency of San Diego, $90,000 to determine the effectiveness of various assistance programs used with union and nonunion workers in the areas of local government, telecommunications and building trades.
- Workplace Health Fund of Washington, D.C., $93,000 to survey workers on prevalence of drug abuse as it affects their performance and determine effectiveness of education, counseling and treatment. Model programs will be developed for members of the Grain Millers in Michigan, and for Hospital & Health Care Workers in Philadelphia.
- University of Arkansas, Little Rock, $100,000 to survey 8,000 local union officers in Arkansas, Louisiana, New Mexico, Oklahoma and Texas to identify successful assistance programs and develop model drug abuse programs that can be adapted to all types and sizes of workplaces.
- Lamar University, Beaumont, Tex., $98,000 to find successful building trades unions substance abuse programs and develop a process of training union representatives and contractors, utilizing such techniques in the Houston Gulf Coast Building & Construction Trades Council.

AMERICA'S NEEDS

TEXTILES

The Next Step in U.S. Trade Action

A tidal wave of textile imports has cost so many Americans their jobs that the American textile worker is beginning to look like an endangered species. Hundreds of thousands of U.S. textile jobs have been lost. Textile imports are also a major cause of the enormous U.S. trade deficit—which hit a record-shattering $170 billion in 1987 and ran about as high for the first two months of 1988 as the same period in 1987.

The U.S. textile/apparel trade deficit in 1986 was $21 billion—12.5 percent of the nation's overall trade deficit. For consumers, job-stealing textile imports don't necessarily translate into sizable discounts. Importers or retailers simply pocket larger profits based on cheap overseas wages by marking up the goods to the same price charged for U.S made products. Finding an American garment is like trying to find a needle in a haystack. All you see anymore is rack after rack or stack after stack of "Made in Taiwan" or Hong Kong, Korea, Japan, Malaysia, Thailand, Indonesia and other countries.

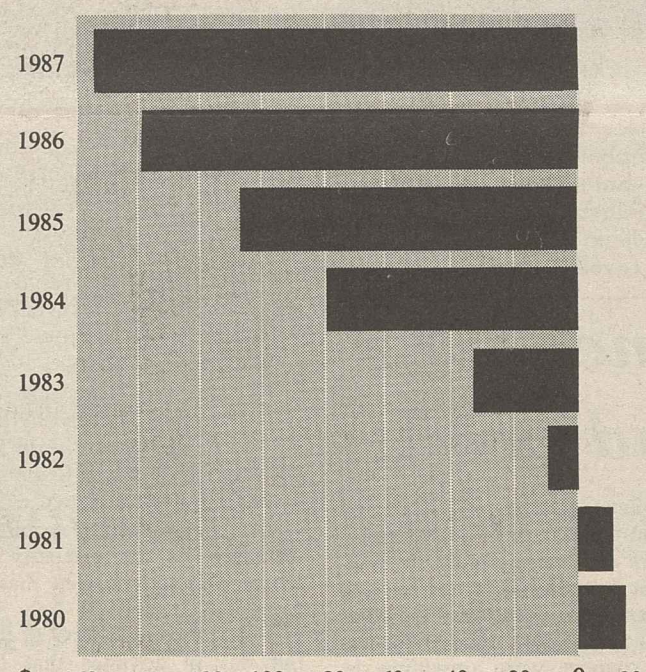
To bring some order to the U.S. textile market, the AFL-CIO is supporting H.R. 1154 and a companion bill, S. 549—the Textile and Apparel Trade Act. Those bills are designed to (1) provide for a world-wide quota on U.S. textile and apparel imports by using 1986 import levels and allowing a 1 percent annual increase, and (2) freeze imports of footwear at their 1986 level.

A Major Industry

The fiber, textile and apparel industry is the largest U.S. manufacturing sector; in 1984, $105 billion worth of clothing was sold in the U.S. It is also the world's most modern and productive textile industry. Over the past decade the industry has undergone an extensive modernization and investment program. The industry spends an average of $1.7 billion per year on new equipment. Today 70 percent of the industry's facilities are less than 10 years old, and the U.S. textile industry re-invests 80 percent of retained cash flow in modernization.

U.S. TRADE DEFICIT FOR MANUFACTURED GOODS

TEXTILES CONTRIBUTE TO OVERALL U.S. DEFICIT



IN BILLIONS OF DOLLARS SOURCE: DEPARTMENT OF COMMERCE

Despite this model economic record, the industry has been nearly destroyed by imports. Since 1980, 350,000 jobs have disappeared in the textile, apparel and fiber industry, and about 1,000 textile and apparel plants have shut down. Since then, textile imports have more than doubled. Today, more than half the clothes sold in the United States are foreign-made. This trend would cause an additional loss of nearly 2 million domestic job opportunities in textile and related industries by 1990.

The 1974 MultiFiber Arrangement, MFA—signed by 43 countries under the provisions of the General Agreement on Tariffs and Trade, GATT—was designed to prevent such disruption of the U.S. market by ensuring the orderly growth of world textile and apparel trade.

Yet the annual growth rate for these imports has averaged 19 percent since 1981. This explosion of imports far outpaced the domestic market growth of 11 percent per year. Clearly, action must be taken to ensure the orderly flow of imports and to halt the decimation of a major U.S. industry with millions of jobs at stake.

Likewise, the footwear industry is suffering. Since President Reagan vetoed relief for the footwear industry in 1981, imports have garnered 81 percent of the U.S. market, and 308 shoe factories have shut down, displacing 53,900 shoe workers. In spite of new technology for the footwear industry, 70 factories closed in 1986 alone, and 7,400 workers lost their jobs.

A Different Bill

The Textile and Apparel Trade Act is significantly different from the textile bill that was vetoed by President Reagan in 1985 and on which a veto override vote failed in the House in 1986. H.R. 1154 passed the House by a vote of 263-156 on Sept. 16, 1987.

The House and Senate versions of the current bills address several of the stated objections to last year's legislation. For example H.R. 1154 and S. 549: (1) are consistent with GATT article XIX, since they include a congressional finding of injury to the domestic industry; (2) use global quotas that do not unfairly target specific countries and (3) give the Administration the power of flexible response, including authorization to negotiate compensation.

The textile bill is based on Congressional findings that increased textile and apparel and footwear imports are causing serious injury to major producers. Other key provisions of H.R. 1154 and S. 549 include:

- Establishment of import quotas on each category of textile/textile products from all sources.
- Quotas based on the level of imports in that category for 1986; therefore, there is no rollback of trade.
- Quota growth of one percent each year, consistent with long-term growth trend of the domestic market.
- Allowing the Secretary of Commerce to set regulations to implement the quotas, including rules to require reasonable spacing of the imports during each year.
- Tariff reductions of up to 10 percent, to be staged equally over five years.
- Review of the law's operation by the Secretary of Commerce after 10 years, with findings to be reported to the Congress.
- Limitations on non-rubber footwear imports, to the level of 1986 imports.
- Authorization for the President to negotiate reduction in U.S. textile and apparel tariffs as compensation for those countries affected and/or to reduce duties on footwear covered by the bill up to 10 percent, to be staged equally over five years.

Unless legislation is passed by Congress to better regulate this massive flow of imports and bring order to our textile and shoe marketplace, the destruction of these two industries and their workers will soon be complete.

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Jobs, training called key to economy in year 2000

The American standard of living is headed down unless there is a renewed national commitment to full employment and growth, the AFL-CIO warned.

Research Director Rudy Oswald painted a grim but not despairing picture of the employment outlook at hearings called by a House-Senate panel on the economic outlook in "Year 2000." But he reminded the panel, a subcommittee of the congressional Joint Economic Committee, that the forecast date, which once seemed so futuristic, is little more than a decade away.

By the turn of the century, the workforce will have grown by an estimated 18 million persons, Oswald noted.

With allowances for immigration, we already know who they are, he stressed. Most are still in school, but some are already dropouts.

"We must make sure they have the necessary education and training," Oswald urged. "We must make sure there are jobs for them." He called for an overdue shift from a discredited "supply-side economics."

Now, he said, the challenge to the economy is to make sure that the demand for goods and services is growing fast enough to create jobs for new workers and displaced workers, and for all those unemployed who want to work and be part of America's economic mainstream."

The path the United States should take is already chartered by the Humphrey-Hawkins Full Employment & Balanced Growth Act, Oswald noted, even though that law has been ignored under the Reagan Administration.

Unemployment target

The law sets a target for economic policy to reduce unemployment to 3 percent for adults and to 4 percent overall—and a plan of action to achieve the goals.

Otherwise, Oswald warned, the nation faces "intolerable" levels of unemployment.

"Human suffering, dependency, frustration and alienation from society increase among the unemployed. Crime and family breakdowns occur more often when unemployment is high," he testified.

In terms of the economy, Oswald noted, "there is an economic waste of human and material resources on a stupendous scale when millions of American workers cannot find jobs. The nation loses at least $100 million in goods and services for every one million jobless persons," Oswald noted.

And "even for workers fortunate enough to have jobs, good wages and good working conditions are too often lacking in the new service-oriented economy," he pointed out.

The path to full employment and economic growth has been made harder since enactment of Humphrey-Hawkins by trade policies that have accumulated massive deficits and devastated industries that traditionally have been major employers, Oswald observed.

But the nation's economy doesn't have to drift along, Oswald stressed. "There are solutions to the problems of persistently high unemployment."

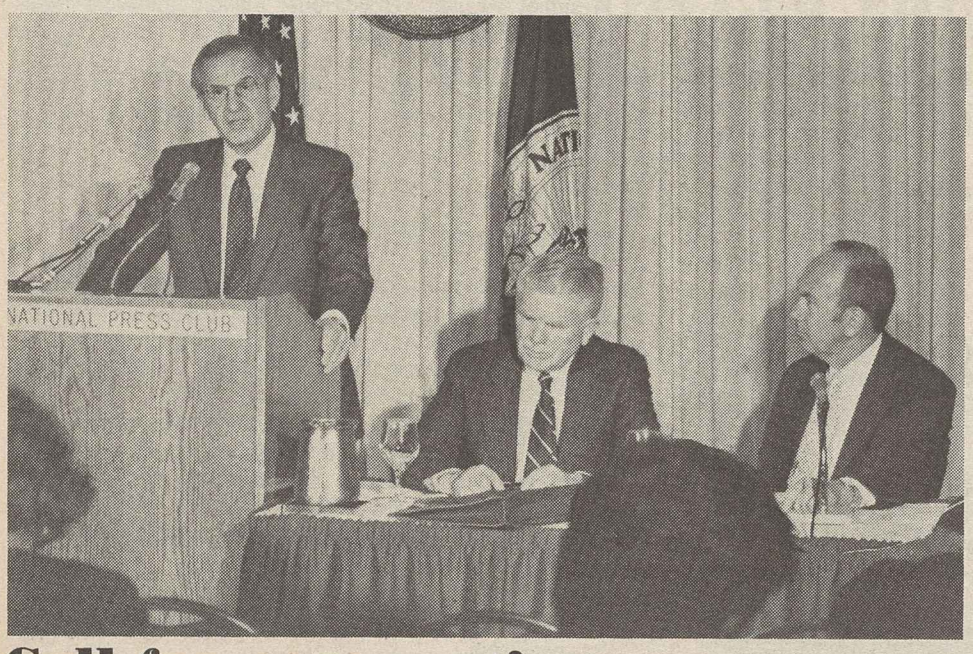
Oswald cited some of the remedies the trade union movement has advanced. They include realistic trade policies, public jobs and public works when unemployment is high, investment in the nation's infrastructure, opening doors to job opportunity for those left out, and a higher minimum wage.

Federal commitment

He stressed labor's call for a stronger federal commitment to education at all levels—from pre-school through college.

While lobbying for political action, unions are also going to be pursuing many of these goals at the bargaining table, Oswald noted. The labor movement's purpose is "to protect and advance the welfare of workers on the job and in the broader social-political environment," he stressed.

"Unions are here to stay," Oswald affirmed. In the year 2000 and beyond, "American society needs strong, healthy unions to keep up the pressure for economic and social justice."



Call for cooperation

Steelworkers President Lynn Williams highlights "New Directions for Labor & Management," a report on productivity and competitiveness issued by the Collective Bargaining Forum. Forum members—both union and business leaders—meet to discuss economic and industrial relations concerns. Williams is a co-chairman with Ameritech Chairman William L. Weiss, right. The moderator is former Labor Under Sec. Malcolm Lovell.

Unique worker-owner plan provides control and profits

Cleveland—The North Coast Brass & Copper Co. turned in a healthy profit during its first month of operation, and that's good news for its worker-owners.

Control of the 70-year-old firm, which until February had been a division of Chase Brass, is held by some 450 production workers in Machinists Local 1108 and a smaller unit represented by Local 17 of the Office & Professional Employees.

The workers took control of the brass sheet operations under an employee stock ownership plan that averted a plant shutdown. This particular ESOP plan was unique in the degree of worker control the union employees received in exchange for pay and benefit concessions.

AFL-CIO economist John Zalusky described the arrangement as one of the most carefully designed worker-ownership plans, with job security as the "bottom line."

The initial board of directors was made up of four union representatives, two from management, and three outside directors selected jointly by labor and management. While stock was allocated on the basis of pay, major policy decisions will be voted on under a one-worker, one-vote formula.

Both workers and management invested pay and benefit concessions in the success of the experiment, paving the way for bank loans to finance needed modernization. The previous owners were unwilling to commit new funds to a marginally profitable operation, but cooperated with the buyout plan and guaranteed in full all accrued pension benefits.

Chase Brass started some 70 years ago as a family-owned business. In an increasingly familiar corporate odyssey, it was purchased by Kennecott Copper, which then was acquired by Sohio, which just recently became part of British Petroleum.

IAM District 54 Rep. Clarence Davis said the ownership plan maintains the on-the-job distinction between workers and management while insisting that the workers who made the sacrifices to keep the plant in production be acknowledged as the principal investors.

"We will have a strong voice" in the company's future, he stressed.

Trade battle shifts to Senate after 312-107 House victory

Continued from Page 1

The "painful journey" to a more realistic trade policy, Kirkland noted, "has been measured by lost jobs and shattered lives, boarded-up main streets and shut-down factories."

The success of the labor's efforts in the House significantly improves the outlook for quick final approval by the Senate, where Reagan allies are again expected to try to derail the plant closing provision.

The legislation as a whole reflects a pent-up demand for a change in a trade policy that has turned the United States into the world's pauper and made American jobs the nation's leading export.

It would require the U.S. Trade Representative to negotiate an end to unfair trade practices by other countries and to initiate retaliatory action if negotiations fail. That provision is a compromise version of the Gephardt amendment the House included in the trade bill it passed last year.

Every major section of the huge and complex bill—including the plant-closing provision—was the result of interwoven negotiations that involved Democrats and Republicans in the House and Senate in a months-long conference.

At the end, only the White House stayed aloof from the congressional consensus as Reagan sent word that he would veto the trade bill if it included a requirement for advance notice of plant closings.

The plant-closing requirement was so modest that the intensity of the White House demand puzzled many members of Congress. It applied only to plants with 100 or more workers. If the firm knows that far in advance that it will close a plant, it must give its workers and their communities 60 days' advance notice.

Simple fairness

As an incredulous House Speaker Jim Wright repeatedly asked Republicans who protested that the plant-closing requirement would doom trade reform, "What's wrong with requiring notice of plant closings. It's simple fairness." Many of the world's major trading countries—including Japan—have such a requirement, he noted.

On the plant-closing deletion, 29 Republicans broke with their party's leadership. But on the final passage vote, 68 Republicans joined 244 Democrats in voting for the still-intact trade package. Voting against passage were 105 Republicans and 2 Democrats.

One of the factors that stiffened the resolve of congressional Democrats to defy the President and pass the trade bill intact was a Commerce Dept. report showing that the nation's trade deficit had soared 11.2 percent in the latest monthly tabulation.

That scuttled Administration assertions that the falling value of the dollar had significantly eased the trade deficit and the crisis stage was over. The gap between U.S. imports and exports has soared to record highs in each year of the Reagan Administration. Thus the added dose of bad news shook financial markets and touched off another steep stock market drop.

Lost jobs

Economists have translated each billion dollars of trade deficit into 25,000 lost U.S. jobs.

The 2,000-page House-Senate conference agreement that represents the final shape of the trade bill includes a number of labor-sought provisions.

It declares violation of internationally accepted workers rights to be an unfair trade practice, and subjects offending nations to U.S. sanctions. It also bars export targeting, in which a foreign government builds up an industry with the special intent of capturing a large share of the lucrative U.S. market.

The measure also reauthorizes the Trade Adjustment Assistance program that the Reagan Administration has repeatedly sought to abolish. TAA offers retraining funds and related assistance to workers whose jobs are wiped out by import penetration.

Also part of the bill is a relatively non-controversial retraining program that has strong bipartisan support.

In the massive conference agreement are various provisions sought by business interests, such as repeal of the windfall oil profits tax and items such as a patent extension provision estimated to be worth $100 million to a single pharmaceutical company.

Yet throughout the negotiations between Congress and the White House, the President's aides expressed dismay only at the plant closing notification and a requirement for disclosure of foreign investments in the United States.

Holding firm

The congressional Democratic leadership finally agreed to dropping the foreign investor disclosure provision from the bill, and for a while plant closing notification appeared endangered as well. But congressional backbones stiffened in the wake of the new trade deficit figures and labor's warning that workers would not take kindly to gutting the plant closing provision in a bill that included special benefits for business.

The House debate demonstrated that the epithet "protectionism" no longer has the power to intimidate members of Congress from seeking to remedy a one-way flow of trade through legislation.

A hard-core of House members made clear their opposition to any meaningful trade legislation, even if the plant closing language were stripping from the bill. But they were vastly outnumbered.

Price surge cuts down workers' paychecks

Continued from Page 1

The overall CPI increase, which amounts to 6.4 percent on an annual basis, brought new concern about a forthcoming period of inflation, an extremely sensitive situation in a presidential election year.

Since February the cost of apparel rose 2 percent; gasoline prices increased four-tenths of 1 percent, the first jump since last August, and food prices went up three-tenths of 1 percent.

A major factor in the drop in the real earnings index for workers was a six-tenths of 1 percent drop from February in the average number of hours of work during a week, although this was offset somewhat by an increase in hourly earnings.

Earlier, the government announced that the wholesale price index rose six-tenths of 1 percent in March, the biggest increase in 11 months. That announcement sent jitters through the financial markets.

Other economic reports showed:

- Production in the nation's factories, mines and utilities grew by only one-tenth of 1 percent in March, after no change in February—a lackluster two-month period after significant gains at the end of last year.
- Sales of new American-made automobiles and light trucks in early April were down 10.8 percent from the same period a year ago, the first year-to-year decline since December.
- Business inventories, after increasing by seven-tenths of 1 percent in January, grew by only one-tenth in February, with manufacturing inventories up one-half of 1 percent.

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AFL-CIO LEGISLATIVE ALERT!

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Senate vote spurs trade bill fight

63-36 margin sets stage for veto override campaign

By David L. Perlman

Congress sent President Reagan a broadly supported trade bill designed to open up markets to U.S. goods and reduce America's job-destroying trade deficit, but its fate is in doubt. The Senate's 63-36 vote was three short of the two-thirds majority needed to override a veto.

Reagan had threatened to kill any trade bill that included a requirement that workers be given advance notice of plant closings—a provision that has strong public support and was originally adopted by the Senate as a bipartisan compromise.

His opposition reflected the hostility of the Chamber of Commerce and National Association of Manufacturers, although many businesses said they saw no problem with advance notice of shutdowns.

AFL-CIO Legislative Director Robert M. McGlotten urged Reagan to accept the will of Congress by signing the legislation and getting a start on reducing the trade deficit. But if it is vetoed, he said, America's union members will "do our best" to muster the votes needed to override.

The veto-threatened bill represents as strong a bipartisan consensus as any Congress is likely to achieve on a major, controversial subject.

Starting point

It doesn't go as far as unions had sought in terms of rolling back the tide of imports that have washed away entire industries and eroded U.S. wages and living standards. But it provides new tools to force open markets that have been closed to American products. And it holds up a stick of retaliation if negotiations don't succeed in lowering trade barriers.

Nearly every committee of the House and Senate took part in the months of conference negotiations that shaped the final version. Although the White House didn't get its way on the plant closing issue, the Administration was able to force a number of modifications intended to make the final version more acceptable to the President.

On the eve of the Senate vote, Japan's trade minister assailed the bill and accused Congress of "arrogance." But he expressed confidence that Reagan would show the "good judgment" to veto it.

Trade Minister Hajime Tamura clearly wasn't referring to the plant closing provision, since Japan along with many other industrial nations requires its own businesses to give such notices.

Loyalty to Reagan was the appeal the Senate Republican leadership used to switch votes against final passage of the trade bill.

Question of loyalty

Last year, 19 Senate Republicans voted for an earlier version of the trade bill that included the requirement that workers be given advance notice of plant closings. But their number shrunk to 11 on the final passage vote.

Republican Leader Robert Dole called on his colleagues to show "support for the President" and counter the impression that

Continued on Page 3

Push from Bush

Vice President George Bush helped turn at least one Republican senator against the trade bill, according to press reports.

Freshman Sen. David Karnes (R-Neb.) was in the "undecided" column until he was called to the White House to meet with President Reagan, Bush and presidential aides.

Karnes left the White House promising to vote against the trade bill.

Democratic presidential contenders Gov. Michael S. Dukakis and Rev. Jesse Jackson strongly support the plant closing provision. After the vote, Dukakis was quoted as demanding that Bush explain his stand.

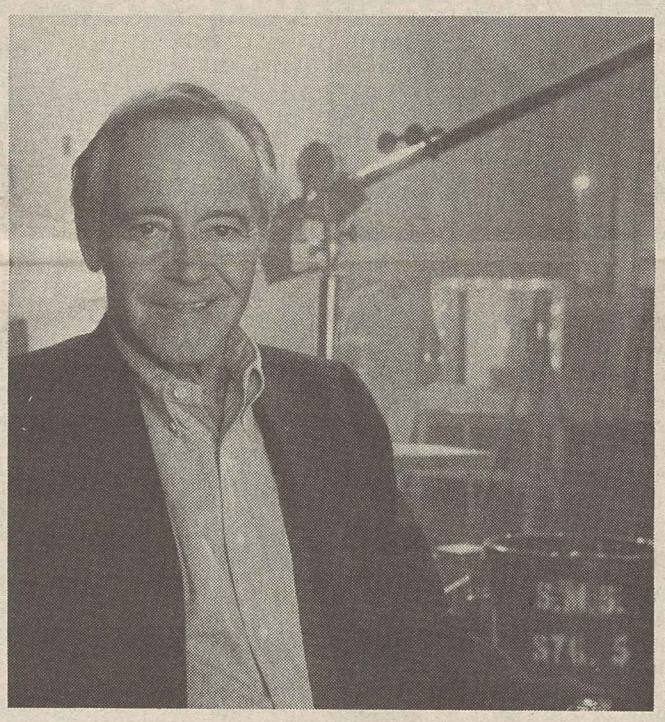
Major provisions of trade measure

These are the major provisions of the trade bill passed by Congress:

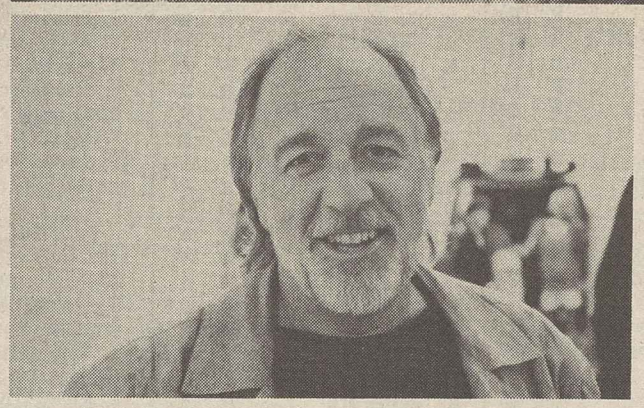
- The U.S. Trade Representative is given central responsibility for trade policy and trade negotiations, but is required to consult with congressional committees.
- The trade representative must retaliate against countries that violate trade agreements or engage in "unjustifiable" trade practices, unless the President finds that doing so would seriously harm the U.S. economy or national security.
- The trade representative will have authority to retaliate against a lesser category of "unreasonable" or "discriminatory" trade offenses, but would not have to do so. The category of unreasonable practices is expanded to include denial of internationally accepted worker rights, foreign government-controlled cartels that restrict

Continued on Page 2

Jack Lemmon



Tyne Daly



Howard Hesseman

TV ads launch 'Union, Yes' message

Performers sign on to sound 'America works best' theme

A nationwide television ad campaign promoting the AFL-CIO's two-year "Union, Yes" theme will be launched May 11 and will include commercial spots during coverage of the Summer Olympics.

Three top television and stage entertainers—two-time Oscar winner Jack Lemmon, Tyne Daly of "Cagney and Lacey," and Howard Hesseman of "Head of the Class"—will appear in promotional ads with union members telling the country how unions have helped them on the job.

Federation President Lane Kirkland will kick off the ad campaign with a 13-city satellite news conference on May 11 with a number of union presidents joining in from locations around the country.

Kirkland will open the segment by unveiling the ads, and then switch to the 13 cities where comments will be heard from the union presidents and local labor officials. Then Kirkland will field questions from the participating cities via satellite. They are Washington, New York, Los Angeles, Chicago, Philadelphia, San Francisco, Boston, Detroit, Cleveland, Atlanta, Pittsburgh, Nashville, Tenn., and Orlando, Fla.

Participating in those cities will be Federation Sec.-Treas. Thomas R. Donahue and union presidents Jack Sheinkman, Clothing & Textile Workers; Susan Bianchi-Sand, Flight Attendants; Gerald W. McEntee, AFSCME; John J. Sweeney, Service Employees; William H. Bywater, Electronic Workers; Owen Bieber, Auto Workers; William W. Winpisinger, Machinists; Lynn R. Williams, Steelworkers, and Milan Stone, Rubber Workers.

Begins May 11

The "America Works Best When They Say Union, Yes" commercials will run on network and local television from May 11 through mid-June. A third commercial, featuring Lemmon, will be shown during coverage of the Olympics which will begin on Sept. 17.

Among programs on which the commercials can be seen during the first two weeks are 20/20, Tonight Show, Late Night, 60 Minutes, Days of Our Lives, and The Young & The Restless.

The television commercials are a key element in the $13-million "Union, Yes"

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Glass-pottery union clears merger pact with Molders

Las Vegas, Nev.—Two of the nation's oldest unions will merge on May 1, when the Glass, Molders, Pottery, Plastics & Allied Workers comes into existence.

The new union, which will use the initials GMP, will start with a membership of close to 100,000.

The merger agreement became official when it was unanimously approved by delegates to a special one-day convention of the Glass, Pottery & Plastics Workers. The GPPAW will account for about two-thirds of the membership of the new union.

In March, a special convention of the Molders endorsed the merger plan by a 197-24 vote.

AFL-CIO President Lane Kirkland welcomed the agreement as a "vigorous and healthy commitment to trade union solidarity."

Both GPPAW President James E. Hatfield and Molders President Orian Williams emphasized that merger will result in greater clout at the bargaining table and more effective use of union staff.

Hatfield and GPPAW Sec.-Treas. Frank W. Carter will hold the same offices in the merged union. Williams will be assistant to the president and Molders Sec.-Treas. Andrew J. Swafford will be assistant secretary-treasurer after merger. The new

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4/30/88

House rollcalls on plant closings, trade bill

Rollcall I *is the 253-167 House vote on Apr. 21 keep the plant-closing notification requirement in the trade bill. Right votes (R) were cast by 224 Democrats and 29 Republicans. Voting wrong (W) were 144 Republicans and 23 Democrats.*

Rollcall II *shows the 312-107 vote for passage of the trade bill with the plant-closing provision intact. Voting right were 244 Democrats and 68 Republicans. Wrong votes were cast by 105 Republicans and 2 Democrats.*

PR—paired right; PW—paired wrong; A—absent and not paired.

	I	II
ALABAMA		
1. Callahan (R)	W	W
2. Dickinson (R)	W	W
3. Nichols (D)	W	R
4. Bevill (D)	R	R
5. Flippo (D)	W	R
6. Erdreich (D)	W	R
7. Harris (D)	W	R
ALASKA		
AL Young, D. (R)	R	W
ARIZONA		
1. Rhodes (R)	W	W
2. Udall (D)	R	R
3. Stump (R)	W	W
4. Kyl (R)	W	W
5. Kolbe (R)	W	W
ARKANSAS		
1. Alexander (D)	R	R
2. Robinson (D)	R	R
3. Hammerschmidt (R)	W	R
4. Anthony (D)	R	R
CALIFORNIA		
1. Bosco (D)	R	R
2. Herger (R)	W	R
3. Matsui (D)	R	R
4. Fazio (D)	R	R
5. Pelosi (D)	R	R
6. Boxer (D)	R	R
7. Miller, G. (D)	R	R
8. Dellums (D)	R	R
9. Stark (D)	R	R
10. Edwards, D. (D)	R	R
11. Lantos (D)	R	R
12. Konnyu (R)	W	W
13. Mineta (D)	R	R
14. Shumway (R)	W	W
15. Coelho (D)	R	R
16. Panetta (D)	R	R
17. Pashayan (R)	W	R
18. Lehman, R. (D)	R	R
19. Lagomarsino (R)	W	W
20. Thomas, W. (R)	W	R
21. Gallegly (R)	W	W
22. Moorhead (R)	W	W
23. Beilenson (D)	R	R
24. Waxman (D)	R	R
25. Roybal (D)	R	R
26. Berman (D)	R	R
27. Levine (D)	R	R
28. Dixon (D)	R	R
29. Hawkins (D)	R	R
30. Martinez (D)	R	R
31. Dymally (D)	A	A
32. Anderson (D)	R	R
33. Dreier (R)	W	W
34. Torres (D)	R	R
35. Lewis, J. (R)	W	W
36. Brown, G. (D)	R	R
37. McCandless (R)	W	W
38. Dornan (R)	W	W
39. Dannemeyer (R)	W	W
40. Badham (R)	W	W
41. Lowery (R)	W	W
42. Lungren (R)	W	W
43. Packard (R)	W	W
44. Bates (D)	R	R
45. Hunter (R)	W	W
COLORADO		
1. Schroeder (D)	R	R
2. Skaggs (D)	R	R
3. Campbell (D)	R	R
4. Brown, H. (R)	W	W
5. Hefley (R)	W	W
6. Schaefer (R)	R	R
CONNECTICUT		
1. Kennelly (D)	R	R
2. Gejdenson (D)	R	R
3. Morrison, B. (D)	R	R
4. Shays (R)	W	W
5. Rowland, J. G. (R)	W	W
6. Johnson (R)	R	R
DELAWARE		
AL Carper (D)	R	R
FLORIDA		
1. Hutto (D)	W	R
2. Grant (D)	R	R
3. Bennett (D)	R	R
4. Chappell (D)	W	R
5. McCollum (R)	W	W
6. MacKay (D)	R	R
7. Gibbons (D)	R	R
8. Young, C. (R)	W	R
9. Bilirakis (R)	W	W
10. Ireland (R)	W	W
11. Nelson (D)	R	R
12. Lewis, T. (R)	W	W
13. Mack (R)	W	W
14. Mica (D)	R	R
15. Shaw (R)	W	W
16. Smith, L. (D)	R	R
17. Lehman, W. (D)	R	R
18. Pepper (D)	R	R
19. Fascell (D)	R	R
GEORGIA		
1. Thomas, L. (D)	W	R
2. Hatcher (D)	W	R
3. Ray (D)	A	A
4. Swindall (R)	W	W
5. Lewis (D)	R	R
6. Gingrich (R)	W	W
7. Darden (D)	W	R
8. Rowland (D)	W	R
9. Jenkins (D)	W	R
10. Barnard (D)	A	PR
HAWAII		
1. Saiki (R)	W	R
2. Akaka (D)	R	R
IDAHO		
1. Craig (R)	W	W
2. Stallings (D)	R	R
ILLINOIS		
1. Hayes (D)	R	R
2. Savage (D)	R	R
3. Russo (D)	R	R
4. Davis (R)	R	R
5. Lipinski (D)	R	R
6. Hyde (R)	W	W
7. Collins (D)	R	R
8. Rostenkowski (D)	R	R
9. Yates (D)	R	R
10. Porter (R)	W	W
11. Annunzio (D)	R	R
12. Crane, P. (R)	W	W
13. Fawell (R)	W	W
14. Hastert (R)	W	W
15. Madigan (R)	W	W
16. Martin, L. (R)	R	W
17. Evans, L. (D)	R	R
18. Michel (R)	W	W
19. Bruce (D)	R	R
20. Durbin (D)	R	R
21. Price (D)	A	A
22. Gray, K. (D)	R	R
INDIANA		
1. Visclosky (D)	R	R
2. Sharp (D)	R	R
3. Hiler (R)	W	W
4. Coats (R)	R	W
5. Jontz (D)	R	R
6. Burton, D. (R)	W	W
7. Myers (R)	W	W
8. McCloskey (D)	R	R
9. Hamilton (D)	R	R
10. Jacobs (D)	R	R
IOWA		
1. Leach (R)	R	R
2. Tauke (R)	W	W
3. Nagle (D)	R	R
4. Smith, N. (D)	R	R
5. Lightfoot (R)	W	W
6. Grandy (R)	R	R
KANSAS		
1. Roberts (R)	W	R
2. Slattery (D)	R	R
3. Meyers (R)	W	W
4. Glickman (D)	R	R
5. Whittaker (R)	W	R
KENTUCKY		
1. Hubbard (D)	R	R
2. Natcher (D)	R	R
3. Mazzoli (D)	R	R
4. Bunning (R)	W	W
5. Rogers (R)	W	W
6. Hopkins (R)	W	W
7. Perkins (D)	R	R
LOUISIANA		
1. Livingston (R)	W	W
2. Boggs (D)	R	R
3. Tauzin (D)	R	R
4. Vacancy		
5. Huckaby (D)	R	R
6. Baker (R)	W	W
7. Hayes (D)	R	R
8. Holloway (R)	W	R
MAINE		
1. Brennan (D)	R	R
2. Snowe (R)	R	R
MARYLAND		
1. Dyson (D)	R	R
2. Bentley (R)	W	R
3. Cardin (D)	R	R
4. McMillen (D)	R	R
5. Hoyer (D)	R	R
6. Byron (D)	R	R
7. Mfume (D)	R	R
8. Morella (R)	R	R
MASSACHUSETTS		
1. Conte (R)	R	R
2. Boland (D)	R	R
3. Early (D)	R	R
4. Frank (D)	R	R
5. Atkins (D)	R	R
6. Mavroules (D)	R	R
7. Markey (D)	R	R
8. Kennedy (D)	R	R
9. Moakley (D)	R	R
10. Studds (D)	R	R
11. Donnelly (D)	R	R
MICHIGAN		
1. Conyers (D)	R	R
2. Pursell (R)	R	R
3. Wolpe (D)	R	R
4. Upton (R)	W	R
5. Henry (R)	W	R
6. Carr (D)	R	R
7. Kildee (D)	R	R
8. Traxler (D)	R	R
9. Vander Jagt (R)	W	W
10. Schuette (R)	W	W
11. Davis (R)	R	R
12. Bonior (D)	R	R
13. Crockett (D)	R	R
14. Hertel (D)	R	R
15. Ford, W. (D)	R	R
16. Dingell (D)	R	R
17. Levin (D)	R	R
18. Broomfield (R)	W	W
MINNESOTA		
1. Penny (D)	R	R
2. Weber (R)	W	W
3. Frenzel (R)	W	W
4. Vento (D)	R	R
5. Sabo (D)	R	R
6. Sikorski (D)	R	R
7. Stangeland (R)	W	R
8. Oberstar (D)	R	R
MISSISSIPPI		
1. Whitten (D)	R	R
2. Espy (D)	R	R
3. Montgomery (D)	W	R
4. Dowdy (D)	R	R
5. Lott (R)	W	W
MISSOURI		
1. Clay (D)	A	A
2. Buechner (R)	W	W
3. Gephardt (D)	R	W
4. Skelton (D)	R	R
5. Wheat (D)	R	R
6. Coleman, E. (R)	W	R
7. Taylor (R)	W	R
8. Emerson (R)	A	A
9. Volkmer (D)	R	R
MONTANA		
1. Williams, P. (D)	R	R
2. Marlenee (R)	W	W
NEBRASKA		
1. Bereuter (R)	W	R
2. Daub (R)	R	W
3. Smith, V. (R)	W	R
NEVADA		
1. Bilbray (D)	R	R
2. Vucanovich (R)	W	W
NEW HAMPSHIRE		
1. Smith, R. (R)	W	W
2. Gregg (R)	W	W
NEW JERSEY		
1. Florio (D)	R	R
2. Hughes (D)	R	R
3. Vacancy		
4. Smith, C. (R)	R	R
5. Roukema (R)	W	R
6. Dwyer (D)	R	R
7. Rinaldo (R)	R	R
8. Roe (D)	R	R
9. Torricelli (D)	R	R
10. Rodino (D)	R	R
11. Gallo (R)	W	W
12. Courter (R)	R	R
13. Saxton (R)	W	R
14. Guarini (D)	R	R
NEW MEXICO		
1. Lujan (R)	W	R
2. Skeen (R)	W	R
3. Richardson (D)	R	R
NEW YORK		
1. Hochbrueckner (D)	R	R
2. Downey (D)	R	R
3. Mrazek (D)	R	W
4. Lent (R)	W	W
5. McGrath (R)	W	R
6. Flake (D)	R	R
7. Ackerman (D)	R	R
8. Scheuer (D)	R	R
9. Manton (D)	R	R
10. Schumer (D)	R	R
11. Towns (D)	R	R
12. Owens (D)	R	R
13. Solarz (D)	R	R
14. Molinari (R)	A	A
15. Green (R)	W	W
16. Rangel (D)	R	R
17. Weiss (D)	R	R
18. Garcia (D)	R	R
19. Biaggi (D)	A	A
20. DioGuardi (R)	W	W
21. Fish (R)	W	R
22. Gilman (R)	R	R
23. Stratton (D)	R	R
24. Solomon (R)	W	R
25. Boehlert (R)	R	R
26. Martin, D. (R)	W	R
27. Wortley (R)	W	W
28. McHugh (D)	R	R
29. Horton (R)	R	R
30. Slaughter (D)	R	R
31. Kemp (R)	W	W
32. LaFalce (D)	R	R
33. Nowak (D)	R	R
34. Houghton (R)	W	R
NORTH CAROLINA		
1. Jones, W. (D)	R	A
2. Valentine (D)	W	R
3. Lancaster (D)	W	R
4. Price (D)	R	R
5. Neal (D)	R	R
6. Coble (R)	W	W
7. Rose (D)	R	R
8. Hefner (D)	R	R
9. McMillan (R)	W	W
10. Ballenger (R)	W	W
11. Clarke (D)	W	R
NORTH DAKOTA		
AL Dorgan (D)	R	R
OHIO		
1. Luken (D)	R	R
2. Gradison (R)	W	W
3. Hall, T. (D)	R	R
4. Oxley (R)	W	W
5. Latta (R)	A	A
6. McEwen (R)	W	W
7. DeWine (R)	W	W
8. Lukens (R)	W	W
9. Kaptur (D)	R	R
10. Miller, C. (R)	W	R
11. Eckart (D)	R	R
12. Kasich (R)	W	W
13. Pease (D)	R	R
14. Sawyer (D)	R	R
15. Wylie (R)	W	W
16. Regula (R)	W	R
17. Traficant (D)	R	R
18. Applegate (D)	R	R
19. Feighan (D)	R	R
20. Oakar (D)	R	R
21. Stokes (D)	R	R
OKLAHOMA		
1. Inhofe (R)	W	R
2. Synar (D)	R	R
3. Watkins (D)	W	R
4. McCurdy (D)	W	R
5. Edwards, M. (R)	W	R
6. English (D)	W	R
OREGON		
1. AuCoin (D)	R	R
2. Smith, R. (R)	W	W
3. Wyden (D)	R	R
4. DeFazio (D)	R	R
5. Smith, D. (R)	W	W
PENNSYLVANIA		
1. Foglietta (D)	R	R
2. Gray (D)	R	R
3. Borski (D)	R	R
4. Kolter (D)	R	R
5. Schulze (R)	W	W
6. Yatron (D)	R	R
7. Weldon (R)	R	R
8. Kostmayer (D)	R	R
9. Shuster (R)	W	W
10. McDade (R)	R	R
11. Kanjorski (D)	R	R
12. Murtha (D)	R	R
13. Coughlin (R)	R	R
14. Coyne (D)	R	R
15. Ritter (R)	R	R
16. Walker (R)	W	W
17. Gekas (R)	W	R
18. Walgren (D)	R	R
19. Goodling (R)	W	R
20. Gaydos (D)	R	R
21. Ridge (R)	R	R
22. Murphy (D)	R	R
23. Clinger (R)	W	R
RHODE ISLAND		
1. St Germain (D)	R	R
2. Schneider (R)	R	R
SOUTH CAROLINA		
1. Ravenel (R)	W	R
2. Spence (R)	W	R
3. Derrick (D)	R	R
4. Patterson (D)	W	R
5. Spratt (D)	W	R
6. Tallon (D)	R	R
SOUTH DAKOTA		
AL Johnson (D)	R	R
TENNESSEE		
1. Quillen (R)	W	R
2. Duncan (R)	W	R
3. Lloyd (D)	R	R
4. Cooper (D)	W	R
5. Clement (D)	R	R
6. Gordon (D)	R	R
7. Sundquist (R)	W	W
8. Jones, E. (D)	W	R
9. Ford, H. (D)	R	R
TEXAS		
1. Chapman (D)	R	R
2. Wilson (D)	R	R
3. Bartlett (R)	W	W
4. Hall, R. (D)	W	R
5. Bryant (D)	R	R
6. Barton (R)	W	W
7. Archer (R)	W	W
8. Fields (R)	W	W
9. Brooks (D)	R	R
10. Pickle (D)	R	R
11. Leath (D)	R	R
12. Wright (D)	Speaker	
13. Boulter (R)	W	W
14. Sweeney (R)	W	R
15. de la Garza (D)	A	A
16. Coleman, R. (D)	R	R
17. Stenholm (D)	R	R
18. Leland (D)	R	R
19. Combest (R)	W	R
20. Gonzalez (D)	R	R
21. Smith (R)	A	PW
22. DeLay (R)	W	W
23. Bustamante (D)	R	R
24. Frost (D)	R	R
25. Andrews, M. (D)	R	R
26. Armey (R)	W	W
27. Ortiz (D)	R	R
UTAH		
1. Hansen, J. (R)	W	W
2. Owens (D)	R	R
3. Nielson (R)	W	R
VERMONT		
AL Jeffords (R)	R	R
VIRGINIA		
1. Bateman (R)	W	W
2. Pickett (D)	R	R
3. Bliley Jr (R)	W	W
4. Sisisky (D)	R	R
5. Vacancy		
6. Olin (D)	R	R
7. Slaughter (R)	W	W
8. Parris (R)	W	W
9. Boucher (D)	R	R
10. Wolf (R)	W	R
WASHINGTON		
1. Miller, J. (R)	W	R
2. Swift (D)	R	R
3. Bonker (D)	R	R
4. Morrison, S. (R)	W	W
5. Foley (D)	R	R
6. Dicks (D)	R	R
7. Lowry (D)	R	R
8. Chandler (R)	W	W
WEST VIRGINIA		
1. Mollohan (D)	R	R
2. Staggers (D)	R	R
3. Wise (D)	R	R
4. Rahall (D)	R	R
WISCONSIN		
1. Aspin (D)	R	R
2. Kastenmeier (D)	R	R
3. Gunderson (R)	R	R
4. Kleczka (D)	R	R
5. Moody (D)	R	R
6. Petri (R)	R	W
7. Obey (D)	R	R
8. Roth (R)	W	R
9. Sensenbrenner (R)	W	R
WYOMING		
AL Cheney (R)	W	W

Major provisions of omnibus trade measure

Continued from Page 1

markets for U.S. goods, and export targeting, which is action by foreign governments to build up certain industries in order to penetrate the U.S. market.

- The trade representative is required to identify trade barriers that most seriously restrict U.S. exports and to seek to eliminate them through negotiations. Retaliation remains the stick if negotiations fail.
- Domestic industries seeking import relief will be required to show that the protection they ask would help them become more viable. Timetables for various procedures are set to speed action by the International Trade Commission and the President.
- The trade adjustment assistance program, which the Reagan Administration has sought to abolish, is reauthorized and strengthened. TAA provides retraining benefits and allowances to workers who have lost their jobs because of increased imports.

The legislation extends eligibility retroactively to oil and gas industry workers who lost their jobs after Sept. 30, 1985. Subject to a small import fee being negotiated or imposed unilaterally by the United States, TAA eligibility would be extended three years from now to "secondary" workers displaced from jobs with businesses that supply essential goods and services to firms hurt by imports.

- Businesses with 100 or more workers will have to give at least a 60-day notice of plant closings and major layoffs lasting six months or more. Firms that are hit by unforeseeable business circumstances or the collapse of a good-faith effort to obtain needed capital to stay in business will be exempt from penalties. Otherwise, employers are liable to workers for wages and benefits for each day notice was not given, up to the 60-day requirement, and to communities for damages of up to $500 a day.
- An expanded program of retraining for dislocated workers—persons who lose their jobs because of plant closings and layoffs, even if not directly tied to imports—will build on the existing Title III of the Job Training Partnership Act.
- A new program of education assistance to help make U.S. industry more competitive will include worksite literacy programs and an array of other projects.
- Federal agencies are generally barred from buying goods and services from firms in countries whose governments refuse to buy U.S. products or services.
- The Federal Maritime Administration and the Transportation Dept. are empowered to retaliate when other countries discriminate against U.S. carriers.
- The trade representative is directed to negotiate the opening of foreign markets to U.S. telecommunications equipment. If no agreement is reached, the President is authorized to take retaliatory action.
- Among dozens of other provisions are repeal of the windfall oil profits tax, sanctions against a Japanese and Norwegian firm who sold sensitive submarine technology to the Soviets, and strengthened protection against imports produced in violation of U.S. patent, trademark and copyright laws.

Tire industry pattern set by Goodyear pact

Cincinnati—A three-year pattern agreement for the tire industry was reached between the Rubber Workers and Goodyear Tire & Rubber Co., providing virtually full cost-of-living protection and significant increases in pension benefits.

The URW-Goodyear accord, which still must be ratified by rank-and-file members, covers 15,000 workers at 11 Goodyear plants, and provides the pattern for agreements with the other "Big Three" tire firms —Firestone and Uniroyal Goodrich.

If ratified, it would be the fourth consecutive agreement at Goodyear without a strike.

Negotiations on the entire Firestone contract resumed after the Goodyear accord. Economic terms with Uniroyal Goodrich were settled in mid-February, but non-economic provisions were still on the bargaining table.

Takeover attempts

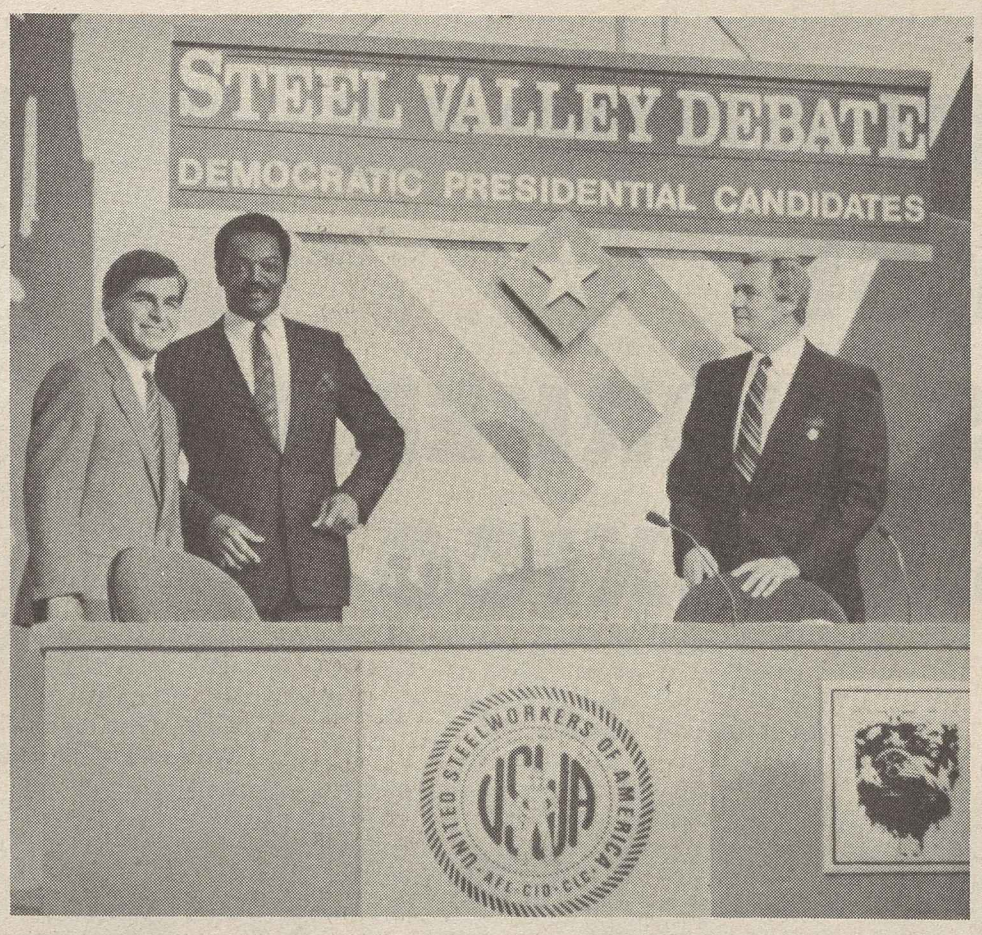
URW President Milan Stone cited "difficult circumstances" that engulfed the Goodyear talks because of corporate takeover attempts.

"In spite of the attacks the tire industry has suffered in the last three-and-one-half years by corporate raiders, we have reached an agreement that affords protection for our members and one which is at the same time responsible," Stone said.

Key provisions of the tentative settlement include:

- Successor clause that affords job security by insuring that Goodyear plants, if sold, continue to operate under the URW contract.
- Cost-of-living adjustments, estimated to be 96 percent effective, in each year of the contract. The hourly wage will be increased one cent for every 0.26 increase in the Consumer Price Index for Urban Wage Earners (CPI-W).
- Increase in pensions from $20 to $23.50 a month per year of service for the current workforce and an additional 50 cents a month per year of service for retirees.

Stone noted that an attempted takeover by James Goldsmith in late 1986 had a devastating effect on Goodyear workers and the company, and said a similar attempt at Uniroyal by takeover pirate Carl Icahn in 1985 continues to have a negative effect on the merged Uniroyal Goodrich Tire Company.



Steel valley debate

Gov. Michael Dukakis and Rev. Jesse Jackson, contenders for the Democratic presidential nomination wrap up a debate on the economic and industrial concerns of workers and communities in western Pennsylvania. The televised exchange at Munhall, Pa., was sponsored by the Steelworkers, Carnegie-Mellon University and the Tri-State Conference on Steel. Right is moderator Ray Tannehill of KDKA-TV.

Glass-pottery union clears merger pact with Molders

Continued from Page 1

union will use the GPPAW offices in Media, Pa., as its headquarters.

In a message to the delegates before the merger vote, AFL-CIO Sec.-Treas. Thomas R. Donahue noted that the GPPAW is itself the result of a successful 1982 merger between the Glass Bottle Blowers and the Pottery Workers.

All the unions date from the early years of America's industrial revolution.

The Molders—originally the Iron Molders—became a national union in 1859 and an international union two years later when it was joined by Canadian locals. Its headquarters from its earliest years have been in Cincinnati.

One of the union's founders was William H. Sylvis, who later launched the National Labor Union as the nation's first labor federation.

The Glass Bottle Blowers, predecessor to the GPPAW, began as a highly skilled craft union with locals dating from the 1840s. The union survived both the bottle-making machines that came to America early in this century and prohibition, which plunged the industry into a long depression.

The Potters, another early American union, was one of the first to be battered by imports. In a relatively few years, much of the nation's pottery industry was wiped out.

Hatfield, who has headed the glass union since 1977, is optimistic that the added strength the unions will achieve by pooling resources will bring a new surge of growth. Like the predecessor organizations, he said, the new GMP was formed "to serve the interests of working people."

Senate rollcall on trade bill

This is the 63-36 vote by which the Senate on Apr. 27 voted final approval of the trade bill.

FOR LABOR'S POSITION

Democrats 52

Adams (Wash.)	Daschle (S.D.)	Inouye (Hawaii)	Nunn (Ga.)
Baucus (Mont.)	DeConcini (Ariz.)	Johnston (La.)	Pell (R.I.)
Bentsen (Tex.)	Dixon (Ill.)	Kennedy (Mass.)	Pryor (Ark.)
Bingaman (N.M.)	Dodd (Conn.)	Kerry (Mass.)	Reid (Nev.)
Boren (Okla.)	Exon (Neb.)	Lautenberg (N.J.)	Riegle (Mich.)
Bradley (N.J.)	Ford (Ky.)	Leahy (Vt.)	Rockefeller (W.Va.)
Breaux (La.)	Fowler (Ga.)	Levin (Mich.)	Sanford (N.C.)
Bumpers (Ark.)	Glenn (Ohio)	Matsunaga (Hawaii)	Sarbanes (Md.)
Burdick (N.D.)	Gore (Tenn.)	Melcher (Mont.)	Sasser (Tenn.)
Byrd (W.Va.)	Graham (Fla.)	Metzenbaum (Ohio)	Shelby (Ala.)
Chiles (Fla.)	Harkin (Iowa)	Mikulski (Md.)	Simon (Ill.)
Conrad (N.D.)	Heflin (Ala.)	Mitchell (Me.)	Stennis (Miss.)
Cranston (Calif.)	Hollings (S.C.)	Moynihan (N.Y.)	Wirth (Colo.)

Republicans 11

Bond (Mo.)	Danforth (Mo.)	Nickles (Okla.)	Specter (Pa.)
Chafee (R.I.)	Durenberger (Minn.)	Packwood (Ore.)	Weicker (Conn.)
Cohen (Me.)	Heinz (Pa.)	Roth (Del.)	

AGAINST LABOR'S POSITION

Republicans 35

Armstrong (Colo.)	Grassley (Iowa)	McCain (Ariz.)	Stafford (Vt.)
Boschwitz (Minn.)	Hatch (Utah)	McClure (Idaho)	Stevens (Alaska)
Cochran (Miss.)	Hatfield (Ore.)	McConnell (Ky.)	Symms (Idaho)
D'Amato (N.Y.)	Hecht (Nev.)	Murkowski (Alaska)	Thurmond (S.C.)
Dole (Kan.)	Helms (N.C.)	Pressler (S.D.)	Trible (Va.)
Domenici (N.M.)	Humphrey (N.H.)	Quayle (Ind.)	Wallop (Wyo.)
Evans (Wash.)	Karnes (Neb.)	Rudman (N.H.)	Warner (Va.)
Garn (Utah)	Lugar (Ind.)	Simpson (Wyo.)	Wilson (Calif.)
Gramm (Tex.)			

Democrats 1

Proxmire (Wis.)

Absent: Biden (D-Del.)

Chrysler drops plan for shift to Mexico

Detroit—The Auto Workers welcomed the decision by Chrysler Corp. to continue building its "K-car" at plants in the United States instead of shifting production to Mexico.

The car maker's earlier announcement that it was moving yearly production of about 40,000 cars to its Toluca plant outside Mexico City brought warnings from UAW Vice President Marc Stepp that Chrysler's plans had caused "unrest among workers" and was affecting contract negotiations.

Stepp, who is the UAW's chief negotiator in the Chrysler talks, had said the move was the "second strike" against the auto maker in the union's decision on whether to continue early negotiations. An earlier dispute had arisen over the awarding of lavish bonuses to top corporate executives.

Chrysler claimed that "better than expected sales" resulted in the decision to keep K-car production in the United States while the model is phased out.

Stepp also applauded Chrysler's decision to postpone the shutdown of the Kenosha, Wis., plant where 5,500 UAW members are employed. The delay will give the UAW more time to negotiate job security and other protections, he said. Chrysler will close the plant at the end of the year.

The current Chrysler contract, covering 64,000 UAW members, expires Sept. 14.

Threat of veto foments fight for trade bill

Continued from Page 1

Reagan is powerless in the final months of his presidency. Last month, Congress overrode Reagan's veto of the civil rights restoration bill.

In the House, the 312-107 vote for final approval of the trade bill was more than the two-thirds that would be needed to override a veto.

Senators who said they would support a veto contended that a trade bill without the provisions that the President strongly opposes could be enacted into law before Congress adjourned. But Senate Finance Committee Chairman Lloyd Bentsen (D-Tex.), the floor manager for the bill, warned of enormous obstacles and time pressures that could derail an attempt to pass a substitute bill.

Other key senators echoed his warning.

Record deficit

The nation's trade deficit has jumped from record to record in each year of the Reagan Administration, despite a plunge in the value of the U.S. dollar that made U.S. exports cheaper and imports more costly.

In the last monthly trade report, issued just before the House vote, the trade deficit jumped more than 11 percent in defiance of predictions that it was headed down.

A last-minute attempt by Democratic leaders to modify a section of the bill to gain the votes of Alaska's two Republican senators was thwarted when Reagan loyalists let it be known that they would refuse the unanimous consent necessary to do so.

Sen. John C. Danforth (R-Mo.), who broke with the Administration to support the trade bill, said the White House mounted "a full-court press" to keep Republicans in line. There was "tremendous pressure," he reported.

Barry calls it '30' after 20 years as managing editor

John M. Barry is retiring as managing editor of the AFL-CIO News, a post which combined his two career interests of journalism and trade union service, after this issue.

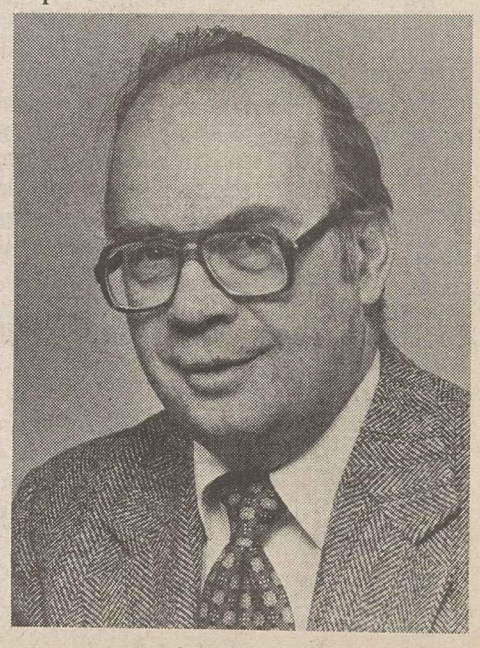
Barry, who is 62, joined the staff of the AFL-CIO News in 1961 as an assistant editor. He has been managing editor since 1968.

From 1970 to 1976, Barry also served as secretary-treasurer of the International Labor Press Association, now the International Labor Communications Association.

After World War II Navy service, and a GI Bill education at Boston University, Barry went to work in 1950 for his hometown newspaper, the Nashua, N.H., Telegraph.

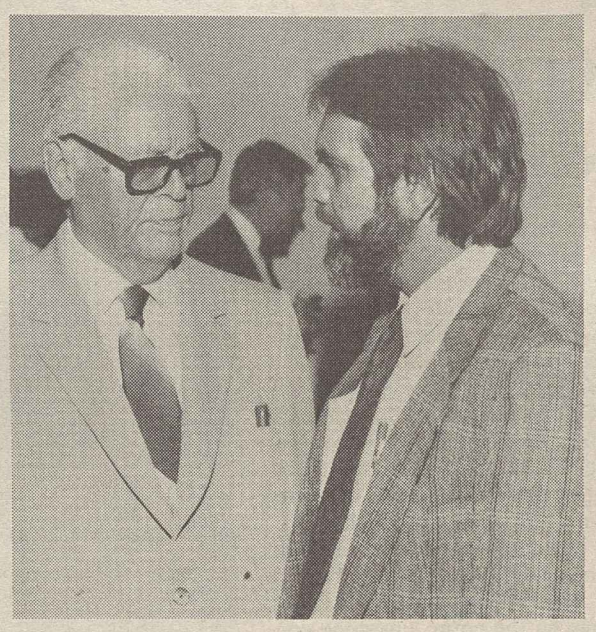
Barry was a leader in a successful Newspaper Guild organizing campaign at the paper and served as local union president in 1951-53.

Barry then joined the Guild's national staff as assistant director of research. He later became assistant editor of the Guild Reporter.



John M. Barry

MAQUILADORAS PROMISE ELUDES WORKERS IN U.S., MEXICO



CTM Gen.-Sec. Fidel Velazquez talks with President Victor Munoz of El Paso AFL-CIO.

AFL-CIO Sec.-Treas. Donahue outlines concerns about the twin-plant program with federation vice presidents and Mexican labor officials.

Brownsville, Tex.—Top AFL-CIO and Mexican labor federation officials discussed mutual problems and sought common ground in dealing with the twin-plant "maquiladora" system that has resulted in the loss of thousands of U.S. jobs and the exploitation of Mexican workers.

AFL-CIO Sec.-Treas. Thomas R. Donahue led an 18-member U.S. delegation that met with Gen.-Sec. Fidel Velazquez and other officials of the Confederation of Workers of Mexico here and across the border in Matamoros, Mexico.

Following a two-day meeting, the union officials issued a joint statement recognizing that their "common problems" will be resolved only through a long term, cooperative effort and an "on-going dialogue between labor leaders and technicians of both countries."

To meet that goal, the union leaders established four industrial sector committees to address the problems of U.S. and Mexican workers in the automobile, electronic, garment and transportation industries and created a separate group of regional border panels, representing workers in Texas, California, New Mexico and Arizona and their counterparts across the Mexican border. Both panels are to meet within three months.

Sharing information

Committee members will exchange information on health and safety, organizing and contracts, as well as data on their common employers as part of the effort to assist the CTM's program to organize the border workers.

The effort will be reviewed by a national-level committee of AFL-CIO and CTM officers, who will set a course of action "to improve the social, economic and working conditions of workers in both countries," the labor federations agreed.

The original promise of the twin plant program was to bring "industrial development and prosperity along both sides of the U.S.-Mexican border," the statement said. But in practice, "the benefits to workers in both countries have fallen far short," it noted.

Common interests

Both federations agreed that "the well-being of workers in one country can only be achieved by promoting the well-being of workers in the other."

At the opening session, Donahue stressed the common interest and longtime partnership of the two labor federations, noting that both groups were working toward the same goals—"the development of jobs along our common border and the prevention of exploitation of Mexican and American workers by the multinational corporations which seek only to maximize their profits."

In addition to Donahue, AFL-CIO Vice Presidents William H. Bywater, Electronic Workers; Owen Bieber, Auto Workers; Jay Mazur, Ladies' Garment Workers, and John J. Barry, Electrical Workers, and Vice President Jack Otero of the Transportation Communications Union outlined their concerns about the loss of U.S. jobs and the poor conditions endured by the mostly young women workers who toil in the factories along the Mexican border.

Bieber scored the search for ever cheaper labor by "greedy" multinational corporations. Bywater agreed, stressing that the only way to end the exploitation of Mexican workers is through "strong and effective organizing campaigns at every plant." The IUE president also pledged to provide "appropriate assistance to its sister unions" in that effort.

Mazur pointed out that Mexican apparel imports grew 39 percent last year, mainly due to favorable tariff treatment afforded to Mexican garments under Item 807 of the U.S. Tariff Code. The U.S. labor movement is not seeking "to exclude imports but to share our market in a fair way," he stressed.

Barry also addressed the need for changes in the tarriff code and stressed American and Mexican union leaders must work together to bring about a fair distribution of jobs and work. "The maquiladora companies should not grow rich at workers' expense for the lack of our solidarity," he added.

Massive debt

Velazquez and other CTM officials outlined the Mexican trade union view of the twin plant program, stressing that industry was vital to Mexico's economic development and to relieve the country's oppressive foreign debt. In discussions of the debt crisis, Donahue outlined the AFL-CIO's proposal to reduce or limit debt repayment, and to ease the suffocating effects of International Monetary Fund loan requirements on workers and the poor.

Mexico's massive debt burden has depressed living standards and forced the country to boost exports at any price in order to meet interest payments on the debt, the U.S. delegation noted, adding that American labor was seeking a solution that would not be built around harsh living conditions for Mexicans or destructive trade practices.

Exploiting Mexico's Working Poor

Aided by favorable tariff breaks, hundreds of American firms have migrated to Mexico, reaping huge profits by exporting U.S. jobs and importing goods produced by low-wage workers.

In the past decade alone, American firms have invested $2 billion on assembly plants just acrosss the border, shipping products back into this country at such a pace that they account for nearly 20 percent of Mexico's $5.5-billion annual trade surplus with the United States.

At nearly 900 of these American-owned sweatshops, some 300,000 women and girls work for wages ranging between 30 and 75 cents an hour—idling an estimated 125,000 U.S. workers in the process.

Runaway shops

These are the maquiladoras—a haven for runaway U.S. companies, openly encouraged by the Reagan Administration that urged industry to rush south of the Rio Grande to maximize profits by minimizing labor costs.

The flight to Mexico had its roots in legislation enacted in the 1930s, permitting American goods to be exported abroad for processing and then returned to the United States subject to duty only on the value added in the foreign operations. That half-century-old law was aimed primarily at stabilizing U.S.-Canadian relations, particularly in the automobile industry.

The program didn't begin to extend south of the border until the 1960s, when Congress voted to end the program under which American agribusiness exploited field hands from Mexico—stoop labor that could be hired for pennies an hour.

Twin-plant idea

This special tariff treatment was designed to help migrant workers idled by the end of the bracero program. Washington assured American workers that their jobs weren't in jeopardy. The arrangement was touted as a "twin plant" concept that would create an equal number of jobs in an equal number of plants on each side of the Rio Grande.

The program developed slowly at the beginning. As recently as 10 years ago, there were only 300 of these American-owned assembly plants, employing 80,000 workers. But Mexico's monetary crisis of 1982 touched off unemployment levels that ran as high as 50 percent and galvanized that country's government into action.

Mexico slashed its minimum wage in half, worked openly with management to thwart unionization, and made it clear it would not impose job safety or environmental restrictions on manufacturers. And the rush to the maquiladoras began in earnest.

Further encouraging this flight of American multinationals, the Reagan Administration spent $167,000 in 1986 alone to promote an exposition touting the benefits of running away to Mexico. An angry Congress cut off further use of taxpayers' dollars to lure U.S. firms across the border.

But the exposition went ahead anyway, under the auspices of a public relations agency hired earlier to advise the Commerce Dept. on the project. At the lavish trade show, a business consultant made clear that profits were the first consideration, and the workers in both countries be damned.

"The bottom line is this," a business consultant told American corporate officials who responded to Administration invitations to attend the exposition. "Your cost per Mexican worker is 69 cents an hour versus at least $9 an hour in the states. That's a savings of $15,000 a year per worker."

Failed promise

Meanwhile, the promise of "twin plants" proved illusory. A recent International Trade Commission report stressed that there are few U.S. counterparts for the Mexican assembly operations.

In those isolated instances in which related American jobs exist in the border area, they're concentrated in so-called "foreign trade zones" which, the ITC emphasized, are involved mainly with "storage and distribution rather than manufacturing."

What's been the impact on American workers?

The House Economic Stabilization Subcommittee heard testimony last year that textile plants in El Paso slashed their American workforces by as much as 80 percent when they transferred the bulk of their output across the border.

The American jobless were left without health insurance, their cars and homes were repossessed and they were thrown on the economic trash heap—a situation that Antonio Sanchez, manager of the El Paso joint board of the Clothing & Textile Workers, described as "economic capital punishment."

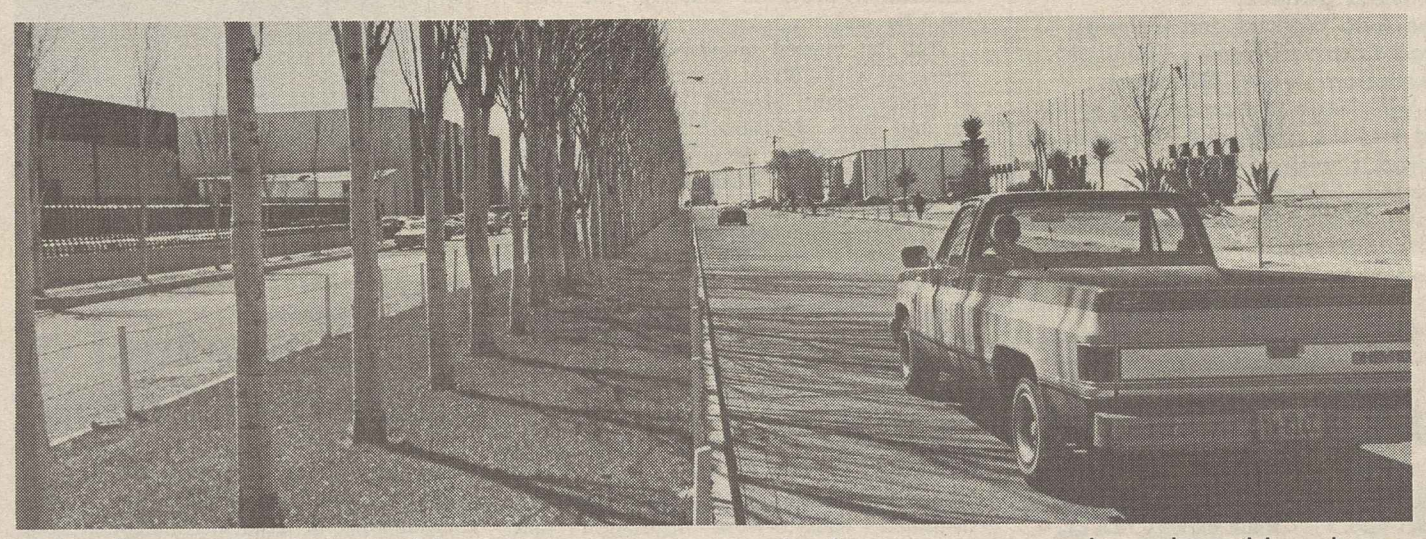
Broad impact

The impact hasn't been concentrated in U.S. communities along the 1,700-mile border. It has caused plant closures in dozens of states, hundreds of communities and scores of industries. The list of companies that set up shop in Mexico reads like the Fortune 500—General Motors, Ford, Chrysler, General Electric, Sylvania, Zenith, Westinghouse, Texas Instruments, Rockwell International, Hughes Aircraft, United Technologies, Hamilton-Standard, Union Carbide, Delco, Textron and Farah—to name just a few.

The AFL-CIO's goals to resolve the maquiladora problem include:

- Blocking attempts now underway to establish new ports of entry that would exacerbate cross-border movement of goods.
- Preventing establishment of any more foreign trade zones that serve as magnets for profit-hungry corporations.
- Reversing tariff benefits enjoyed by runaway companies unless Mexico opens its own domestic markets to goods made in the United States.

At the same time, the federation is working with the Mexican trade union movement to help raise wages and living standards as a way to discourage companies that chase from country to country to exploit one or another group of workers.



High-tech assembly plants and factories in Juarez, Mexico, and other border communities draw thousands of young women workers who toil long hours for poverty level wages as low as 53 cents an hour.

A Plan to Insure Worker Rights

We meet to highlight what is a problem for both nations—the export of U.S. jobs and U.S. work, the exploitation of Mexican workers and the importation into Mexico of the union-busting philosophies of these companies.

We need to:

- Review the history which brings us to those points.
- Assess the current state of the twin-plant or maquiladora industries.
- Plan a program designed to insure (on the U.S. side) that American consumers are aware of the exploitation of Mexican workers by these companies, American unions are informed of which companies these are and informed of their behavior in Mexico, and American unions are able to coordinate their organizing efforts on the U.S.-based side of these companies.
- Plan a program (on the Mexican side) designed to insure that Mexican workers are able to organize effectively into legitimate, free trade unions of the CTM and to represent their own best interests in collective bargaining.

Goal not met

The justification for the program impetus of 1966 was "twin plants." Maybe we ought to pause and have no new Mexican plants until we can locate all the U.S. twins along the border.

At minimum, we would like to see:

- Organization on both sides of the border—reasonable wages, safe conditions, non-discriminating employment and the end of exploitation.
- We don't expect plants to be torn down, but we want to see U.S. buildup in the border area to relieve the high unemployment rates of Brownsville, El Paso and other cities.
- Fairness in Mexican/U.S. regulations of cross-border commerce, for example, trucking regulations and recognition of U.S. licenses.
- Regular meetings with the CTM to review programs, and with respective government officials to review performance.

Maquiladoras represent Mexico's second largest source of foreign exchange, shipping $1.6 billion worth of products in the United States each year and contributing to Mexico's $5.5 billion annual trade surplus with America. It needs that for exchange desperately to service their debts to American banks.

Workers in Mexico desperately need jobs, and the maquiladoras provide over 300,000 jobs in over 1,000 plants.

U.S. job loss

What is startling about that figure is that it has more than doubled in the past six years, and just about all those jobs have come at the expense of manufacturing employment in the United States.

The real problem before us and all the other free trade unions of the world is that kind of chasing from country to country to exploit one or another group of workers.

The answer to that problem is to raise living standards throughout the world, not to drive them down to the lowest common denominator.

The problem facing the world economy is not an inability to produce goods and services or how to share production, but rather a lack of demand for the goods that could be produced. We know of at least one sure way to increase demand and that's by allowing workers to exercise their rights to form and join unions and to bargain for fair wages and decent conditions.

To that goal, I am sure, we all pledge ourselves.

—Excerpts of remarks by AFL-CIO Sec.-Treas Thomas R. Donahue on twin plant program, Apr. 19, 1988.

Union-Industries Show to mark 50th year as showcase of skills

Electrical Workers display goes up.

New Orleans—The annual Union-Industries Show will celebrate its 50th anniversary here May 6-9 with a mammoth display of the trade and service skills of union workers at the Rivergate auditorium.

The show, which last visited this city in 1970, is expected to draw hundreds of thousands of visitors to the 150,000-square-foot display area where exhibitors will be giving away thousand of dollars of products and product samples.

The exposition will be opened on May 6 with AFL-CIO Sec.-Treas. Thomas R. Donahue performing the ribbon-cutting. There will be more than 300 exhibitors at this unique show that displays a high level of labor-management cooperation.

As a part of the show, the Food & Commercial Workers will hold their annual All-American Hair Fashions Spectacular, a two-day competition for hair fashion professionals.

An inside look at the future of schools will be offered by the New Orleans Teachers who will feature a "classroom of the future," while the Fire Fighters will demonstrate emergency first aid. Communications Workers with South Central Bell will exhibit fiber-optic cable splicing.

Glassblowing will be performed by members of the Glass, Molders, Plastics & Pottery Workers, and the Flint Glass Workers.

The Auto Workers and General Motors Corp. will feature teams of workers from various GM plants who will discuss the products they build and the pride, skill and care involved. Chrysler Corp. and Ford Motor Co. will also have displays.

Cake decorating and other skills will be featured by the Bakery, Confectionery & Tobacco Workers. And each of the building trades unions will display their skills.

Nationwide TV ad campaign sounds 'Union, Yes' message

Continued from Page 1

campaign endorsed by the 1987 AFL-CIO convention to communicate labor's message more effectively to the American people.

The goal of the two-year campaign is to reach out to the public, especially younger workers, and give them a clearer understanding that unions and their members reflect the everyday needs and wants of all workers.

The ads will discuss such topics as job security, fair treatment, juggling work and family responsibilities, overcoming favoritism and career advancement.

The television campaign is designed as a component with other "Union, Yes" activities of international, state and local union bodies to be used in organizing drives and legislative efforts.

The three top performers appearing the commercials were recruited through the personal assistance of Screen Actors Guild President Patty Duke and leadership of the unaffiliated Directors Guild of America. SAG and the Television & Radio Artists helped recruit "voice" talent for radio commercials, and SAG, AFTRA and the Musicians all granted the AFL-CIO special filming and recording status to allow funds to be stretched as far as possible. Members of the Teamsters and IATSE contributed an extra effort in production.

Lemmon, who has won two Academy Awards and one Emmy, does not endorse products in commercials, but agreed to the "Union, Yes" campaign because of his strong belief in the labor movement.

"America's working people today need unions as much as they ever have," Lemmon said. "We have to tell the public—especially the younger people—that they can have a meaningful voice on the job."

Daly, whose portrayal of policewoman Mary Beth Lacey is one of the best role models of a working woman balancing career and family, acquired her first union card at the age of 15.

"I'm an actress's kid and my mother was persuaded that she could either work or have a family and raise us—and I didn't believe in that," Daly explained. "I thought I could do it all, but I needed a lot of help."

Hesseman, star of ABC's hit comedy, "Head of the Class," said he hopes that after seeing the commercials teenagers and those in their early 20s will ask questions in the classroom and of persons around them who know what a union means.

"I would like to think that a campaign like this would induce some curiosity on the part of people who don't know unions and the history of the labor movement in America," Hesseman said.

Labor's foes denounced at Machinists convention

Atlanta—Machinists President William W. Winpisinger, addressing delegates to IAM's centennial convention, lashed out equally at the "anti-labor sword" of Ronald Reagan in the United States and the "union-bashing" policies of Brian Mulroney in Canada.

In an unbridled attack against both leaders, Winpisinger said the Canada-U.S. free trade treaty is good evidence that the two are "waltzing together."

More than 2,100 delegates to the 32nd convention were on hand to celebrate the 100th anniversary of the union's founding in Atlanta on May 5, 1888, by 19 machinists who met secretly in an engine pit at the Southern Railway.

"We are ready for our journey into another proud century," Winpisinger said, predicting that anti-labor forces will be "smashed and scattered all over the political landscape."

Winpisinger forecast a re-unionization of the labor force, with a new labor agenda that equates trade union rights with human rights throughout the globe, and a mobilized effort to bring about full employment.

Winpisinger said workers will have no say in management decision-making, and cited employer opposition to plant closing notification and "job blackmail" as examples.

Plant closing fight

"They have spent the past year fighting hammer and tong against us in the Congress on that pitiful plant closing prenotification provision that's in the trade bill," he said.

And he blasted employers who use a threat of a shutdown to exact concessions in wages, health benefits, retirement benefits and other provisions.

But Winpisinger reserved his harshest comments for the Reagan and Mulroney Administrations.

"Reagan's anti-labor sword is going to be twisting in our wounds well into the next century," he said. "The eight years of Herbert Hoover-Ronald Reagan extremist government has been tried and it has failed. It's time to get back into the progressive mode on this continent."

Winpisinger said the Mulroney government in Canada "has intensified its hardline attack on unions, particularly public sector and transportation unions" and has instituted back-to-work legislation that makes strikes almost impossible.

He also criticized the Canadian policies that allow reduction of bargaining units in the shipbuilding and rail industries that has pitted union against union.

Election agenda

AFL-CIO Sec.-Treas. Thomas R. Donahue reminded the delegates that labor's agenda in the November elections is not just to replace a president who ignored the interests of working people, but also to replace the governors, senators, and representatives who echoed his views, filibustered on behalf of his policies, and voted to sustain vetoes.

"Beyond the elections, we face the enormous task of cleaning up the wreckage of these eight years of decline and decay and restoring confidence in the integrity and direction of government agencies and programs that have been systematically undermined," Donahue said.

He called for a renewed commitment to job safety and health, initiation of an economic structure that generates jobs and incomes, and attention to the nation's infrastructure.

Paul Burnsky, president of the AFL-CIO Metal Trades Dept. joined in the attack on Reagan's anti-worker policies.

"The Reagan Administration has done to shipbuilding what Frank Lorenzo has done to Eastern Airlines," Burnsky said.

Also addressing the delegates was Herman Rebhan, general secretary of the International Metalworkers Federation, who urged continued support for oppressed workers in South Africa, Korea and Poland.

Connecticut Gov. William A. O'Neill applauds the new state's labor commissioner, Betty L. Tianti.

Connecticut seats Tianti as chief of labor department

Hartford, Conn.—Betty L. Tianti was sworn in as Connecticut's first woman commissioner of labor after stepping down as president of the State AFL-CIO.

The state federation's executive board elected John W. Olsen to fill out Tianti's term as president, running through September 1989. The board also elected Barry R. Williams as secretary-treasurer to the post that Olsen held since last September.

Tianti, 58, had become the first woman head of a state AFL-CIO federation in 1985, after serving as COPE director and secretary-treasurer.

Olsen, 38, of the Plumbers & Pipefitters, had been a state federation vice president since 1986, and has been a member of the executive board since 1983.

Williams, 35, of the Teachers, had served as the state federation's secretary-treasurer from 1985-1987.

Schedule of Labor Studies Center courses

The George Meany Center for Labor Studies will offer 14 workshops during May-June 1988. The schedule:

Standards of Discipline & Discharge in Arbitration, May 1-6—An advanced institute exploring the concept of just cause standards for arbitrators, investigation procedures and standards of proof.

Using Microcomputers in Negotiations, May 8-18—Workshop emphasis is on spreadsheet software for costing out contracts and weighing management proposals. Computer knowledge not required.

Organizing II, May 8-13—An institute cosponsored by the AFL-CIO Dept. of Organization & Field Services for experienced union staff. Topics include internal private sector organizing, issue oriented campaigns and recruiting and training union members.

Computers for Local Unions, May 15-19—An institute for union staff on the uses of mini and microcomputers.

Advanced Editing Skills, May 15-20—A workshop for union editors who have completed the newswriting course focuses on layout, photo editing, headline writing.

Arbitration in the Federal Sector, May 22-27—Mock cases will be videotaped. Class focuses on rights, scope of duty to bargain, laws and rules.

Conducting Opinion Polls II, May 31-June 3—A more advanced understanding of the survey research process, it covers the use of microcomputers and offers case studies from union surveys.

Basic Labor Law, June 5-10—A workshop on labor law fundamentals, current trends and new decisions on bargaining, servicing and union administration.

Arbitration Techniques, June 5-10—A workshop presenting mock cases before professional arbitrators. Sessions will be videotaped.

Working with the News Media, June 12-16—For union officers and staff on ways to improve labor's image and relationship with the media. Participants will prepare 60-second videotapes, radio actualities and develop a news media campaign.

Individual Rights in the Workplace, June 12-17—A workshop on the role of union representatives on workers' rights, including polygraph tests and contract provisions on alcohol and drug abuse.

Organizing in the Construction Industry II, June 12-17—The program covers media techniques, Davis-Bacon enforcement, legal issues and contract bidding strategies.

New Staff Program, June 19-July 1—For recently appointed/elected union staff, the workshop aims at improving planning skills and developing personal skills.

Labor Law for Organizers, June 26-July 1—A review of laws governing private sector organizing, election procedure and corporate campaigns.

Affiliates and departments using the campus for their own staff training programs are: Dept. for Professional Employees, May 1-3; Air Line Pilots, May 1-6; Flight Attendants, May 5-6 and May 15-19; Service Employees, May 8-11; Teachers, May 10-11; AFSCME, May 15-20; Fire Fighters May 22-27; Maintenance of Way Employees, May 22-27; Electronic Workers, May 31-June 3.

More information is available from the Registrar, George Meany Center, 10000 New Hampshire Avenue, Silver Spring, Md. 20903. Telephone 301-431-6400.

INTEREST RATES

The Consumer and the Economy

Interest rates, defined as the price paid for the use of money over time, are an integral part of the economy because their impact is felt by business, consumers and everyone in between.

Interest rates and the costs they imply are also of concern to governments. They are important to the financing of the national debt and in shaping the federal budget. They are also important to states and local governments, which borrow to meet public investment needs.

Interest rates both reflect the U.S. domestic economic situation and help to determine the course of the economy. Low rates tend to spur demand; high rates tend to retard spending. High and rising interest rates can also be a cause of inflation as they boost the costs of credit and become part of costs of items produced, bought and sold. An excessively rapid expansion of the money supply, to hold down or reduce interest rates, can also foster inflation. The effect of interest rate changes will also have an impact upon the basic distribution of income which can make for broader or narrower economic demand.

When the economy is operating at a high rate of capacity utilization and growing, interest rates tend to rise as firms, consumers and other borrowers demand more funds for business expansion, for personal purchases and for other needs. At other times interest rates may be low because of weak demand. The economy can be stimulated, as when the Federal Reserve acts, to increase the supply of money and reduce rates to allow firms and consumers to borrow. The Federal Reserve can increase bank reserves by buying securities in financial markets.

Interest Rates and the Trade Gap

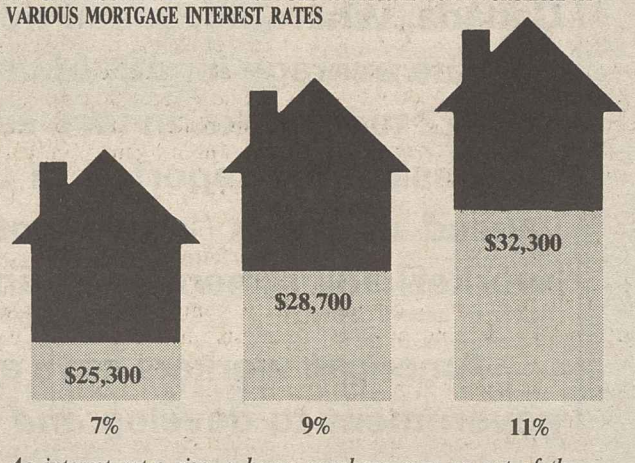
When interest rates are high, dollar-denominated investments are more attractive to foreign investors. This encourages the purchase of dollars and drives up their value. But this also drives up the cost of American products overseas, since foreigners must in effect first buy dollars in order to buy American goods. The result: fewer U.S. goods are sold abroad. At the same time, an overvalued dollar makes foreign goods relatively cheap, encouraging imports and worsening our trade deficit.

Although the exchange value of the dollar declined in 1986 and 1987 with respect to some currencies, it has not stemmed the growing trade deficit. The newly industrializing countries in the Far East and Canada, for example, have kept the value of their currencies pegged to the value of the U.S. dollar in varying degrees and the trade practice of many of the countries prevent a neat and precise relationship between currency values and trade flows.

Higher or lower interest rates help or hurt domestic industries in international trade, depending on the level of rates adjusted for inflation in the U.S. and overseas. In 1986, for example, real long term interest rates (typical long term rates minus changes in consumer prices over the year) were about 1.5 percentage points higher in the U.S. than in Japan, giving Japanese industries a financing advantage over U.S. firms. In 1987, that interest rate differential declined to less than one percentage point.

WHAT A DIFFERENCE A POINT MAKES

ANNUAL INCOME NEEDED TO AFFORD A TYPICAL HOME PURCHASE AT VARIOUS MORTGAGE INTEREST RATES



As interest rates rise, a home purchase may go out of the reach of a typical working family. When mortgage interest rates are at 7 percent, for example, the purchase of an $85,000 home might require an annual income of $25,300, assuming the family could come up with a $17,000 down payment. If mortgage rates are at 11 percent, however, an income of $32,300 is needed for the same purchase—$7,000 more per year.

Interest Rates and the Federal Budget

The massive U.S. budget deficits, caused mainly by the costly and unfair Reagan tax cuts of 1981, have led to huge increases in the national debt and of course the cost of servicing this debt.

The need to service the debt leaves that much less in the federal budget for other activities. There has been a rapid growth of the interest component of the budget in recent years, a runup in military spending, sharp cutbacks in many domestic programs, and continued neglect of the nation's essential public investment.

In 1980, for example, net interest on the national debt amounted to about $53 billion or 9 percent of the federal budget. By 1987, interest amounted to an estimated $140 billion, a 14 percent share of federal spending. During the same time, spending for domestic social programs was squeezed down and some programs were squeezed out. Still, the federal debt more than doubled.

Interest Rates and Consumers

Interest rates also affect society's income distribution. High interest rates typically help higher income people who have substantial investments in assets as bonds, money market accounts, and certificates of deposits.

That's fine for the wealthy few. But workers and consumers generally have small amounts of savings, and they don t benefit from high rates. High rates make credit card and department store credit for purchases less affordable. Even a slight change in interest rates makes a big difference in how many families can afford a home.

A one-percentage-point change in interest rates on a typical home may involve—by the time the mortgage is paid out—as much money as the entire on-site labor cost of the home.

Low Rates Help the Economy

Interest rates depend on a number of factors including the amount of government debt, the state of the economy, and the policies of the Federal Reserve. They also are affected by inflation and the expectation of inflation.

This high "real" rate can be attributed at least in part to high budget deficits and to Federal Reserve tight money policies in the 1980s. In 1986, although comparable Treasury yields were about 7.6 percent, inflation was relatively low resulting in a "real" interest rate of 6-7 percent. In 1987, though nominal interest rates were rising, inflation rose at a faster rate making "real" interest rates lower. But in the fall of 1987, longer-term Treasury interest yields, adjusted for inflation, were still high compared with earlier years.

In the decades of the 1950s and 1960s, comparable real interst rates averaged 1.1 and 2.0 percentage points each year, respectively. In the 1970s, a period of much volatility and inflation, real interest rates were slightly negative on average for the period. Interest rates were high—double digits in the latter part of the decade—but inflation rates were even higher, thus a "negative" real rate.

In this volatile world of interest rates, the government should have authority to keep interest rates lower than high priority social needs, such as home purchases, even while higher rates curtail less essential purchases. One of the many reasons for the Japanese economic expansion, for example, was that the government saw to it that interest rates stayed in the 5 to 6 percent range for investment in what the nation saw as "essential" industries.

Overall interest rates and credit policy must be balanced in consideration of the need for a stable price level, economic growth and a stable, reasonably valued currency.

AFL-CIO news

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LEGISLATIVE ALERT

Stop Job-Killing Imports!

Make Sure Your Members Of Congress Vote To Override The Trade Bill Veto

America's workers have known for a long time that this nation's trade crisis threatens their economic security. The flood of imports into this country has resulted in pink slips for one to two *million* domestic manufacturing workers *each year.* More than a third of them remain indefinitely out of work. More than half of the rest are taking pay cuts of 30 to 50 percent in new jobs that do not call for their skills.

After years of inaction by the Reagan Administration, Congress decided to develop a legislative solution. Their work is now done.

But President Reagan has threatened to veto this important legislation. Why? Because a small portion of the bill—the plant closing notification provision—attempts to cushion workers from the effects of the trade imbalance.

This modest provision simply says that when a business plans a large layoff or intends to shut down, it must give its employees 60 days of advanced notice. Exceptions would spare small employers, those with a part-time work force, and those where notice might speed a closing.

While there is absolutely no evidence that this type of notice would be harmful to businesses several studies have shown that this warning is crucial to the continued well-being of workers and their communities.

Job searches, worker retraining, community assistance programs and reallocation of local government expenditures can all be initiated before the plant is actually closed. In Canada, where advanced notice is required, this has meant that the average length of unemployment has been reduced from 22 to 7 weeks. In fact, even a special Reagan Administration task force reported in January 1987 that adequate advanced notice is "an essential component of a successful [worker] adjustment program."

American workers have every right to expect their elected government to develop *and enact* a comprehensive and effective trade policy which addresses their concerns. A minimum standard of advanced notice for plant closings must be a part of this policy.

What You Can Do:

All of your members of Congress need to be contacted immediately. Call the district offices of your representative and both of your senators.* Tell them that it is of the highest priority that the trade bill be enacted—*with the plant closing provision intact.* Then urge them to support an override of President Reagan's veto.

*You can find the district office phone numbers of your members of Congress by looking up their names in the Business White Pages, calling Information, or contacting the local office of their party.

POST ON BULLETIN BOARD

Taxpayers stuck with tab for low minimum pay

Raising the minimum wage to $5.05 an hour and requiring employers to provide minimum health benefits for workers would save taxpayers millions of dollars in public subsidies, a Service Employees' survey of low-paid home care workers showed.

Based on a survey of 1,031 homecare workers in Los Angeles, the SEIU determined that 60 percent of the area's total 40,000-member workforce have no health coverage from any source and must either forgo needed health care or use publicly funded emergency rooms and community clinics.

The group, employed by the Los Angeles County In-Home Supportive Services programs, provides care for 52,000 elderly and disabled people that allows them to live in dignity at home. The home care workers, many of whom work part time, receive $3.72 an hour—slightly above the $3.35 federal minimum wage—for this physically and emotionally exhausting job.

SEIU President John J. Sweeney told a news conference that for those 40,000 workers alone, the taxpayer subsidy to employers is $84 million annually.

"That's the amount of public funds these workers require for basic living needs and health services they can't afford out of their own paychecks," Sweeney said.

Sweeney alluded to the nationwide size of the subsidy by individual and corporate taxpayers by noting that there are about 11.5 million workers in the nation who make $3.72 an hour or less, and some 24 million workers have no health insurance.

"Every taxpayer should be outraged at these employers who are profiteering at the public trough," Sweeney said.

Unions are pressing Congress for enactment of:

- A four-step increase in the minimum wage that would place it at $5.05 an hour in 1992.
- A requirement for employers to provide their workers with basic health care benefits.

Sweeney was joined at the news conference by Rep. Augustus Hawkins, (D-Calif.), chairman of the House Education & Labor Committee, and Rep. Henry Waxman, (D-Calif.), chief sponsor of the minimum health benefits bill. A similar bill in the Senate, sponsored by Sen. Edward M. Kennedy (D-Mass.), chairman of the Senate Labor & Human Resources Committee, has already been reported to the floor.

Hawkins said the SEIU study underscores the need for the minimum wage increase and also abolishes the myth that those most affected by the minimum wage are teenagers.

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AFL-CIO news

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Atlanta march

A large contingent of Machinists from the union's 100th anniversary convention joins 10,000 marchers on Atlanta's Peachtree St. in a "Jobs with Justice" demonstration. A key focus of the rally was to protest union-busting actions by Eastern Airlines owner Frank Lorenzo. (Story on Page 12.)

House rebuffs attack on Davis-Bacon rule

Updated wage protections adopted

The House adopted a labor-supported updating of the Davis-Bacon Act and beat back an attempt to reduce prevailing wage protection on military construction contracts.

It voted 213-195 to include the Davis-Bacon reform bill that the House Education & Labor Committee approved last fall as an amendment to a funding authorization bill for the Defense Dept. The Senate has not yet acted on the measure, and renewed attacks on prevailing wage laws are likely when it does.

The Davis-Bacon Act, which dates to 1931, requires payment of locally prevailing wages and benefits to workers on federally funded construction contracts of $2,000 or more.

Changes adopted by the House raise the threshold for coverage to $50,000 on new construction and to $15,000 on contracts for repairs, renovation and rehabilitation.

Contract carving ban

The provisions include safeguards against employers carving up contracts to avoid coverage and a ban on replacement of journeymen or apprentices with lower-paid helpers. Employer wage records would be submitted to the Labor Dept. every other week instead of weekly.

The measure was cosponsored by House Education & Labor Committee Chairman Augustus F. Hawkins (D-Calif.) and Rep. Austin J. Murphy (D-Pa.), chairman of its Subcommittee on Labor Standards. Although attached to the defense bill, the legislation applies to all construction covered by the Davis-Bacon Act.

President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept., which worked with the sponsors to shape an acceptable package of Davis-Bacon changes, expressed the hope that its adoption would put an end to the "irresponsible" attempts to emasculate the Davis-Bacon Act and "strip working people of this basic protection."

On a competing amendment to the Defense Dept. bill, a conservative coalition came within six votes of undermining Davis-Bacon protection. The amendment offered by Reps. William L. Dickinson (R-Ala.) and Charles W. Stenholm (D-Tex.) would have raised the Davis-Bacon coverage threshold on military construction projects to $250,000. It also would have allowed virtually unlimited use of low-paid helpers in place of journeymen and apprentices.

In a letter to House members, AFL-CIO Legislative Director Robert M. McGlotten charged that the Dickinson amendment would "subvert one of our nation's basic labor laws" by exempting 70 percent of Defense Dept. projects from Davis-Bacon requirements.

It was beaten by a 210-204 vote. The Reagan Administration has sought to exempt military construction contracts under

Continued on Page 12

Chrysler pact gains equality goal

Highland Park, Mich.—The Auto Workers reached agreement with Chrysler Corp. on a two-year accord for 66,000 workers that matches the UAW's 1987 contract gains at Ford Motor Co. and General Motors Corp.

The tentative settlement also sets the stage for three-way coordinated bargaining in 1990, the first time in more than a decade.

UAW President Owen Bieber and Vice President Marc Stepp, head of the union's Chrysler Dept., announced the settlement after more than 30 hours of nonstop negotiations, successfully completing talks well before the Sept. 14 expiration of the current agreement.

"We achieved the full pattern settlement we set out to achieve, and we accepted no deviations from what we have in effect today at GM and Ford," they said.

Continued on Page 12

Veto override drive backed in effort to save trade bill

A campaign to save the veto-threatened trade bill and its requirement for plant closing notification picked up momentum in Congress and across the country, in union halls and city halls alike.

Democratic leaders in Congress devised a maneuver intended to offer a face-saving opportunity for President Reagan to back away from his veto threat—and to induce Alaska's two senators to drop their opposition to the trade bill and vote to override a presidential veto.

The House initiated the move, voting 253-159 to delete restrictions on the export of refined Alaskan oil from the trade bill that will be sent to the White House for President Reagan's signature. The Senate was in a weeklong recess but the trade bill is being kept at the Capitol until senators have an opportunity to consider the House-passed resolution.

While Reagan has cited the Alaskan oil issue as one of his two specific objections to the trade bill, he has saved his strongest rhetoric to attack the provision that requires firms with 100 or more workers to give 60 days notice of a plant closing or major cutback in employment.

The grass-roots campaign is aimed at

Continued on Page 2

Alabama rescinds balanced budget 'con-con' petition

Montgomery, Ala.—Alabama became the first state to withdraw its petition for a constitutional convention to adopt a balanced budget amendment, moving the nation from the edge of a precipice.

Alabama's legislature easily overrode a veto by Gov. Guy Hunt (R), 82-12 in the House and 27-2 in the Senate. Hunt vetoed the resolution after a phone call from President Reagan urging him to do so.

Its action dropped the number of states that have called for a constitutional convention to 31, three short of the two-thirds needed to bypass Congress and use an untried alternative method of initiating constitutional amendments.

No state has adopted a constitutional call since 1983, and the movement to rescind previous approvals has made headway in a number of states. Alabama's action, supported by groups ranging across the political spectrum, may mark a turning of the tide.

The AFL-CIO was among the first groups to sound a national alert to the twin dangers of writing dubious economic dogma into the Constitution and risking the potential for mischief to America's liberties at a runaway convention.

Most of the state resolutions calling for a constitutional convention were adopted in the 1975-79 period, before the danger was widely recognized. Alabama was one of a number of states that passed a constitu-

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5/7/88

Solidarnosc leader Lech Walesa salutes striking workers in Gdansk.

Striking Poles bolster Solidarnosc

Kirkland lauds workers' struggle to revive free unions

AFL-CIO President Lane Kirkland praised the struggle of tens of thousands of striking Polish workers pressing for the revival of Solidarinosc and wage increases to help balance skyrocketing prices.

The actions of workers striking in Poland's shipyards, steel mills and factories "are an unequivocal rejection of the Polish government's anti-union and anti-worker policies," Kirkland said, pledging the federation's support for the Solidarnosc leaders.

Government price hikes of 40 to 200 percent for food, consumer goods and fuels last month sparked the wave of unrest among Polish workers. The series of strikes began as more than 10,000 workers at the Stalowa Wola, a tool and machine factory that manufactures military goods, entered the plant and stopped production. Work stoppages then spread to steelworkers at the Nowa Huta mill, where more than 12,000 workers have been on strike for over a week, and other factories.

Then, workers at the giant Lenin Shipyard in Gdansky, where Solidarnosc was founded in 1980, shut down production and occupied the yard. Poland's communist regime banned the independent trade union movement in 1981.

Solidarnosc leader Lech Walesa, who works at the Gdansk shipyard, said the strikes "were no local conflicts" but are occurring across Poland because of the country's "economic crisis and the lack of convincing reform policies that would offer prospects for the future."

Strike goals

The striking shipyard workers want a 50-percent wage increase, the legalization of Solidarnosc and the rehiring of trade unionists fired from their jobs.

Roman Catholic Church lay leaders are meeting with strike committees and government officials to mediate the dispute.

Kirkland stressed that "the Polish government must answer Solidarnosc's call for negotiation" and must support the establishment of "a new social contract based on economic justice, respect for human and workers' rights and the legalization of Solidarnosc."

The federation also is calling on the Polish regime to:

- Respond quickly to the justified demands of Solidarnosc and Polish workers.
- Release all detained and imprisoned union leaders.
- Refrain from using force against peaceful protests and strikes.
- Negotiate in good faith with the leadership of Solidarnosc.

The Gdansk shipyard workers have established a 15-member strike committee to bargain with management over the union's economic goals.

Meanwhile, Teachers President Albert Shanker represented Kirkland and the federation at an unofficial ceremony in Warsaw's Jewish Cemetery honoring two slain leaders of the General Jewish Workers' Bund.

More than 2,500 people attended the commemoration which was organized by Solidarnosc as a tribute to Victor Alter and Henryk Erlich, Polish-Jewish trade union leaders executed by the Soviet Union in 1941.

Alabama rescinds summons to constitutional convention

Continued from Page 1

tional convention call in 1976 at the urging of a self-styled National Taxpayers' Union.

Ironically, Reagan has crusaded for the balanced budget amendment even as he was regularly sending Congress deficit-breeding budgets that combined big increases in military spending with multi-billion dollar tax cuts for the wealthy and threatening to veto any new taxes.

The political ploy was transparent. By blaming Congress for failing to initiate a balanced budget amendment, Reagan sought to pass the buck of responsibility for the tripling of the national debt during his Administration.

Some groups that support a balanced budget amendment have turned against the constitutional convention proposal out of concern at the risk that the delegates would seek to reshape America's system of government or clutter the Constitution with matters that should be dealt with through the legislative process.

At a news conference in Montgomery, the principal sponsors of the repeal resolution were joined by representatives of the State AFL-CIO, the American Legion and the Eagle Forum, a group headed nationally by Phyllis Schlafly, who on most issues is a right-wing ally of Reagan.

Rescission expected

Hunt had been expected to approve the resolution rescinding the 1976 call for a constitutional convention—if in fact his signature was needed. Some authorities believe that the legislature's action on such a resolution is not subject to veto.

After a White House phone call, Hunt sent the resolution back with an "executive amendment," that would merely declare that if the constitutional convention decided to consider any amendment not dealing with a balanced budget, Alabama's delegates would withdraw from further participation.

Alabama AFL-CIO President A. G. Trammel noted in a letter to members of the legislature that such an action by Alabama would not result in disbanding the convention and that decisions would be made by delegates from the other states represented.

Trammel noted that most constitutional scholars don't believe that the agenda of a constitutional convention can be dictated by Congress, the states or the President.

The House and Senate first rejected Hunt's substitute resolution and then repassed the original version over his veto.

Clear signal

Missouri in 1983 was the last state to adopt a constitutional convention call. But that same year, a rescission resolution was adopted by the Maryland House. While it was blocked by a Senate filibuster, the signal it sent was that state legislatures were beginning to rethink their positions and take the issue seriously.

A bipartisan group of prominent Americans, including AFL-CIO President Lane Kirkland, joined in a Citizens to Protect the Constitution coalition, and an AFL-CIO Executive Council committee headed by AFSCME President Gerald W. McEntee has coordinated labor's nationwide campaign against the budget amendment, whether initiated by Congress or the states.

Resolutions calling for a constitutional convention—often called con-con resolutions—were introduced in 13 states this year, so the threat is clearly not over. But the main action has been in states where resolutions revoking constitutional convention calls have been introduced. In New Hampshire earlier this year, despite Republican control of the legislature, a rescission resolution easily passed the House and was blocked by a 13-11 vote in the state Senate only after personal calls to legislators by both Reagan and national Republican leaders.

A rescission resolution is still very much alive in South Carolina, according to Linda Rogers-Kingsbury, who heads the national citizens' committee. It has passed the House and is pending in the Senate.

In Congress, House Republicansarepushing a discharge petition to force a balanced budget constitutional amendment out of committee. But its supporters are still short of the 218 signatures needed to bring it to the floor and far below the two-thirds majority that would be needed to pass it.

AFL-CIO President Kirkland launches campaign to override pending trade bill veto. Keeping tabs are Legislative Director Robert McGlotten and Susan Dunlop, an assistant to Kirkland.

Veto override drive backed in effort to save trade bill

Continued from Page 1

holding the strong support the trade bill received in the House above the two-thirds level needed to override a veto. And in the Senate, the need is to persuade three senators who voted against final passage of the bill to switch in order reach the two-thirds mark on the veto override. The House vote for the trade bill was 312-107; the Senate vote was 63-36.

AFL-CIO state federations, especially in a group of targeted states, are keys to labor's override effort.

They are looking for—and finding—support from mayors and governors who know how important advance warning of a plant closing is to workers and their communities.

AFL-CIO President Lane Kirkland acknowledged the difficulty of the task, but committed the federation to an all-out effort because the veto-threatened legislation is so important to America's workers.

Kirkland spoke to more than 100 state AFL-CIO leaders and field and COPE staffers with key roles in the override campaign in a telephone conference.

"The Chamber of Commerce and the National Association of Manufacturers have convinced the President that there must be no plant closing legislation," he noted.

But the American people disagree, he stressed. They consider it simple "economic fairness" to require companies to give 60 days notice to workers and communities before shutting down a plant. "Big business has not convinced the public that plant closing notification is wrong."

Just the day before, Reagan had received a hero's welcome at the Chamber's national convention when he echoed its attack on mandatory plant closing notification as a "shackle" on business, "a ticking time bomb."

Veto threat

Because "mandatory plant closing notification has no place in federal law," Reagan told his employer allies, "I will veto the trade bill."

It's the least he could do for political friends who have so staunchly supported his policies, Reagan made clear. He thanked the business lobby for backing him up on "the great legislative battles over economic policy" and "in a battle we lost."

The losing battle to which the President referred was over his veto of the Civil Rights Restoration Act earlier this year. Congress overrode his veto.

Polls have shown strong public support for the plant closing provision, and House Speaker Jim Wright took sharp exception to Reagan's claim in his weekly radio address that the notification requirement was a "special interest" provision.

"If anyone is caving in to special interests on the trade bill, surely it is the President," Wright retorted.

Taxpayers stuck with tab for low wages

Continued from Page 1

The average age of those in the Los Angeles study was 48, compared to the U.S. workforce average of 33. Among Los Angeles homecare workers, 88.5 percent are female, and over half of those surveyed have children.

Enactment of these two laws alone, SEIU said, would save taxpayers $32.7 million a year by 1992 just for the 40,000 Los Angeles homecare workers.

The study showed that among the Los Angeles homecare workers, there are $21.4 million in public subsidies each year for health care. Another $38.6 million yearly subsidy is for direct cash assistance such as Aid to Families with Dependent Children, Supplemental Security Income, foodstamps, and the supplemental food programs for women, infants and children.

Indirect aid

The remainder of the $84 million total subsidy for the Los Angeles homecare workers comes from indirect assistance such as Medicare and Medicaid and other programs for low-income families.

The 20-page report, titled "The Hidden Story of Taxpayer Subsidies for Low Wage Employers," was prepared by SEIU's Public Policy Dept.

Sweeney announced that the SEIU will continue to survey low-wage workers and release further results in an effort to buttress support for increasing the federal minimum wage and enacting comprehensive health insurance legislation.

He said the union chose Los Angeles for the initial survey because the Service Employees are engaged in a massive organizing drive there.

Some 14,000 homecare workers have signed cards calling for union representation.

SEIU has filed suit against Los Angeles County demanding recognition and the beginning of bargaining.

Supplement to May 7, 1988 AFL-CIO News

AMERICA WORKS BEST WHEN WE SAY...

UNION YES

American Labor Launches Nationwide Communications Campaign

The labor movement's nationwide "Union YES" communications campaign moved into high gear in May with the launch of a massive national television advertising effort, kicked off at a satellite press conference by AFL-CIO President Lane Kirkland on May 11th.

Under the slogan, "America Works Best When We Say Union YES," the advertising features both celebrity and rank-and-file union members at their worksites, telling the country how their unions have helped them on the job.

The TV commercials are set to appear dozens of times on national network TV and in heavy concentration in 13 major TV markets. The :30-second spots can be seen immediately after May 11 during such well-known programs as "60 Minutes" and "Cagney and Lacey."

The spots feature a new labor anthem and a visual rendition of the now familiar "Union YES" logo with an animated "check" mark, signifying labor's active and positive role on the job and in the country at large.

The new theme music is also the basis for a variety of radio commercials in both English and Spanish, designed to be customized for local and state labor bodies to participate in the "Union YES" campaign.

The "Union YES" campaign, however, is more than TV and radio advertising alone. While reaching both the general public and current members at home, "Union YES" commercials can tell only part of labor's story.

The campaign offers an umbrella for communicating the full range of labor's message–and one place that many labor bodies are starting is with their own members.

A special introductory "Union YES" videotape will be available for screening at union meetings. Hundreds of copies will be shipped in mid-May for use this summer.

Involving Members

A highlight of "Union YES" in 1988 will be an unprecedented membership involvement campaign open to AFL-CIO union members. Members who pen the best "Why I Said Union, YES!" entries will appear in a "Union YES" commercial that features actor Jack Lemmon, to be filmed this summer for airing during the 1988 Summer Olympics from Seoul, Korea.

Jack Lemmon, on the set, discussing his "takes" with Director Robert Lieberman and staff.

The campaign, which was developed and produced by the Labor Institute of Public Affairs (LIPA), has been announced in dozens of national, state and local union publications with a total circulation of more than 17 million copies. The campaign "ad" is the second in a "Union YES" series, available to participating labor publications.

Hundreds of labor bodies already incorporated the "Union YES" logo in their publications, banners, and other imprinted items. A variety of new logo sheets will encourage further integration of the "Union YES" identity, while still permitting the use of individual union seals.

The elements of the "Union YES" communications campaign are designed to reach out to both current members and the general public, especially those younger workers who are eligible to join a union.

The 1987 AFL-CIO Convention called for and funded the "Union YES" campaign to present the positive nature of unions.

The "Union YES" campaign launch is only the beginning of a multi-level effort throughout 1988 and 1989 to improve the public's understanding of unions and to expand labor's workplace representation of millions of young workers who don't now enjoy the benefits of a contract.

New ways to tell the union story were called for in "The Changing Situation of Workers and Their Unions," a report by the AFL-CIO Evolution of Work Committee created by Kirkland in 1982 to conduct a thorough study of labor and all its programs.

Television–Reaching Almost Every American

Two debut "Union YES" commercials are built around rank-and-file union workers and celebrity members Tyne Daly ("Cagney and Lacey") and Howard Hesseman ("Head of the Class"). They are set to run intensively from May 11 through mid-June.

A third commercial, featuring Jack Lemmon and other union members, will air during the 1988 Summer Olympics in September. Additional media will be produced and scheduled in 1989.

Besides national network exposure, the "Union YES" television commercials will also be seen locally in 13 U.S. cities, targeted because of high union concentration or organizing potential.

As a result, more than 91% of the U.S. population will see the "Union YES" commercials at least four times. Many viewers will see the spots as many as ten times in May alone.

Radio–Amplifying The National TV Effort

Radio, the most flexible and affordable of all the media, provides an opportunity for state and local union organizations to help amplify the national communications effort.

Country, Urban Contemporary and Spanish-language versions of the new "Union YES" theme music have been produced as radio spots, and can help target a local message to specific groups of radio listeners.

See The "Union YES" Introductory Videotape

The 15-minute "Union YES" videocassette illustrates the full range of labor's new communications effort in an entertaining and lively program designed for use at union meetings. The program includes not only the television and radio commercials themselves, but an exclusive behind-the-scenes look at the making of the TV spots. Celebrity presenters Jack Lemmon, Tyne Daly and Howard Hesseman talk directly from their own experiences to union members. Rank-and-file union members, including those appearing in the TV commercials, are interviewed about why they say, "Union YES."

The videotape also incorporates footage from the May 11th videoconference with President Kirkland, and features some of the media's coverage of that event. Finally, the videocassette illustrates the opportunities for local union involvement in "Union YES," including the new membership involvement campaign.

To order the "Union YES" videotape, see page 8 or call 1-800-242-UNION.

Print Advertising

Print advertising has already appeared in many union publications. In fact, over 17 million union members have already seen the "Now We're Talking Union YES" ad that helped launch the campaign last winter. The newest print ad, "Co-star with Jack Lemmon in a Union YES! Commercial," is appearing in most union publications in May and June, keeping union members involved as the campaign progresses.

Additional print ads will be made available during each new phase of the "Union YES" campaign throughout 1988 and 1989.

Customized Printed Materials

Camera-ready art is now available for promotional materials, including logos, print ads, and art for T-shirts, hats, bumper stickers and tote bags.

The artwork has been designed to allow local and state labor bodies to substitute their own seal in the primary campaign logo, thereby providing customized identity within the national campaign. An approved list of union vendors offers other products to unions with special needs.

The "Union YES" campaign is an effort to involve everyone in the labor movement to communicate better about our fundamental beliefs–to each other and the general public. The remainder of this supplement provides details on how the national AFL-CIO plans to launch this process, and offers a range of opportunities for national and international unions, central bodies, union locals, and individual members.

Your participation can begin by ordering introductory materials–see page 8.

Network TV: Labor Speaks To America

The May 11th launch of "Union YES" advertising on the "big three" television networks marks a first for labor. Most union advertisers in the past have used national network TV to supplement advertising purchased on a city-by-city basis. Page two outlines our network schedule. In addition, the AFL-CIO will appear in 13 local markets, representing one-third of all U.S. viewers.

More Inside

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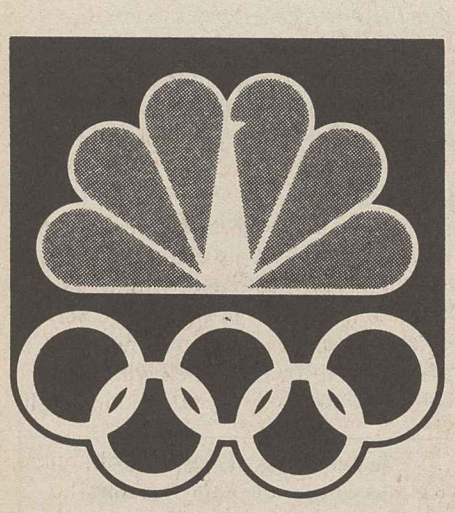
Union YES ☑ TV—Reaching All America

The first "Union YES" TV commercials began airing on May 11, and will continue nationally on all three major networks—ABC, CBS, and NBC—until the end of May. (Thirteen local markets continue through mid-June—see below.)

The commercials run during all periods of the network day—from daytime, to prime time, to late night—appearing on a wide variety of programs (see the box on this page)—including sports, comedies, dramas, movies, news programs and talk shows. The goal is to reach a wide variety of adult viewers, with a special emphasis on members of the workforce aged 24-29.

Thirteen strategically selected metropolitan areas are getting additional TV coverage on local stations because of their high density of current—and potential—union members.

During this first wave, over 91% of all men and women in America will see the "Union YES" commercials at least four times. And viewers in the 13 "spot" markets will see them even more—over ten times.



Unions To Appear On Summer Olympics

The second wave of advertising will run in September during the Summer Olympics telecast by NBC, and will feature celebrity union member Jack Lemmon. At least one of the spots planned for the Olympics will feature the union members who best tell "Why I Said Union, YES!"—the membership involvement campaign.

NBC is projecting 87 million households—96% of the entire U.S.—will watch these games. And the AFL-CIO is proud to be part of such a patriotic sporting event, as well as such an historic media event.

As of this printing, "Union YES" commercials are due to run on the Opening Ceremonies, men's and women's basketball games, in several track and field events, volleyball and swimming events. As placements of commercials for the sporting events are finalized, they will be reported to union members in the *AFL-CIO News*.

Members Describe Job Issues

Each "Union YES" commercial is built around strong statements by union members—both rank-and-file and celebrity—who tell viewers the positive results of belonging to a union. The rank-and-file members—men, women, black, white and Hispanic—describe an on-the-job issue which the union makes better. Among the issues explored are:

- taking time off for family responsibilities
- job security
- overcoming favoritism
- career advancement without office politics
- professionalism and (for a nurse) better patient care
- fair treatment

Each of the member's statements are punctuated by a choral refrain of the "Union YES" anthem that accompanies an animated "Union YES" graphic, with the action-oriented check-mark.

In the May commercials, celebrity union members Howard Hesseman and Tyne Daly sum up the goals articulated by the rank-and-file workers. Each commercial ends with the chorus, "America Works Best When We Say Union YES!"—accompanying :05-seconds of animation that includes the AFL-CIO seal with the American flag.

Additional commercials will be filmed as the "Union YES" campaign continues through 1988 and 1989. Other celebrity union members have committed to this massive labor communications campaign.

Targeting The Union Message

Thirteen additional major metropolitan areas were selected for special attention through mid-June, to give even more impact to the network TV effort.

The AFL-CIO is purchasing TV spots on local network affiliates and independent stations in New York City, Los Angeles, Chicago, Boston, Philadelphia, Pittsburgh, San Francisco, Washington, D.C., Cleveland and Detroit. In addition, Atlanta, Nashville and Orlando were selected for added scheduling because of union activities in those cities. Together these 13 cities represent intensive exposure in one-third of all American TV households.

Plans are underway to expand the "spot" campaign to other cities where organizers are especially active—the AFL-CIO will announce additional cities to coincide with the next wave of advertising in September.

See The TV Spots And More On The "Union YES" Video For Only $10.00.

"HOWARD HESSEMAN"	
VIDEO	**AUDIO**
Male office worker at computer terminal	**MAN:** There's no office politics here. Now when something opens up, I know I'll get a fair shot.
Graphic "Union YES" animate check mark in sync with "YES"	**SINGERS:** Union, YES.
Female office worker	**WOMAN:** I'm taking time off for my baby. And it's good to know my job will be safe.
Graphic "Union YES" animate check mark in sync with "YES"	**SINGERS:** Union, YES.
Howard Hesseman	**HESSEMAN:** Imagine the questions our kids will have when they start to work. The world is changing. And our unions give us a voice in the way things change.
Graphic "Union YES" animate check mark in sync with "YES" AFL-CIO Logo	**SINGERS:** America works best when we say Union, YES.

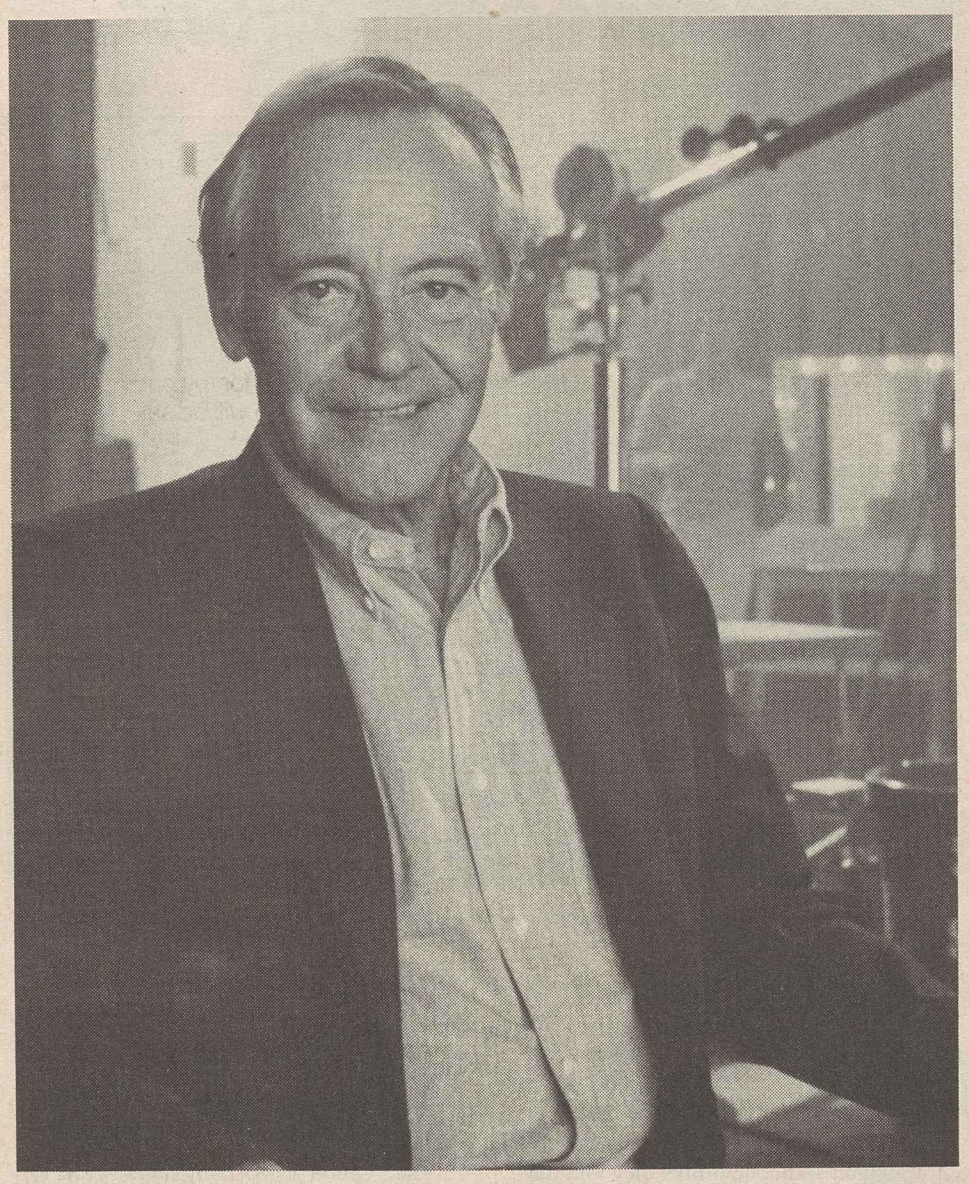
"TYNE DALY"	
VIDEO	**AUDIO**
Young male electrician	**MAN:** They don't play favorites around here any more. Do the job, you get what's coming to you…
Graphic "Union YES" animate check mark in sync with "YES"	**SINGERS:** Union, YES.
Nurse	**NURSE:** My union helps make sure I'm able to spend more of my time on the important things. Like caring for my patients.
Graphic "Union YES" animate check mark in sync with "YES"	**SINGERS:** Union, YES.
Tyne Daly	**DALY:** Working and raising a family at the same time isn't easy…no matter what you do. That's why we need our unions. To help us…support us …to give us a voice.
Graphic "Union YES" animate check mark in sync with "YES" AFL-CIO Logo	**SINGERS:** America works best when we say Union, YES.

AFL-CIO NETWORK TELEVISION SCHEDULE* SPRING 1988

MAY 11–MAY 22 Show	Network	Date Run	MAY 23–MAY 30 Show	Network	Date Run
Prime					
Cagney & Lacey	CBS	5/16	60 Minutes	CBS	5/29
Tour of Duty	CBS	5/14	Tour of Duty	CBS	5/28
Sunday Movie— "Perry Mason—The Case of the Lady in the Lake"	NBC	5/15	Movie— ALF	NBC	TBD 5/23
			20/20	ABC	5/27
Hunter	NBC	5/14			
20/20	ABC	5/20			
Highway to Heaven	NBC	5/11			
Late					
Letterman	NBC	5/11, 12 & 16	Letterman	NBC	5/26
Late Night	CBS	5/12, 17 & 18	Late Night	CBS	5/23, 25 & 27
Day					
All My Children	ABC	5/11 & 19	All My Children	ABC	5/23 & 27
One Life to Live	ABC	5/18	General Hospital	ABC	5/24
Guiding Light	CBS	5/13 & 20	Guiding Light	CBS	5/23 & 27
Young & Restless	CBS	5/13 & 16	Young & Restless	CBS	5/25 & 27
Days of Our Lives	NBC	5/11 & 17	Days of Our Lives	NBC	5/23 & 25
Sports					
Sports World	NBC	5/14	Indianapolis 500	ABC	5/29
Pro Bowlers Tour	ABC	5/21	Monday Night Baseball	ABC	5/30
Wide World of Sports	ABC	5/21			

*Does not include spots purchased in 13 local markets, many on network affiliates.

Meet The Labor Line-Up Of Stars



Jack Lemmon

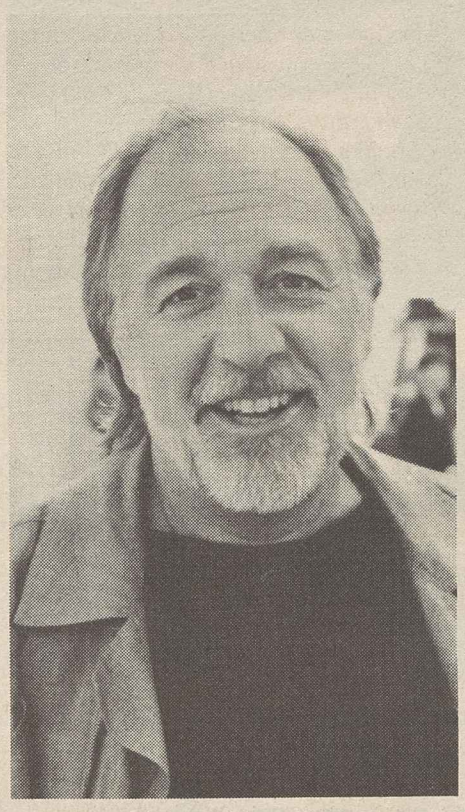
Jack Lemmon is one of America's greatest actors and best-loved stars.

From his first role, and first Oscar, in "Mr. Roberts," to "The Apartment," "China Syndrome," "Missing," and more recently, "The Murder of Mary Phagan" TV mini-series, Jack Lemmon has built his career projecting the same values and beliefs as our "Union YES" campaign: personal integrity and standing up for your rights. He's America's common man with uncommonly high ideals.

Already the winner of two Academy Awards and one Emmy, Mr. Lemmon was recently honored with the Life Achievement Award by the American Film Institute.

Although Jack Lemmon does not endorse products in commercials, he will be featured in a "Union YES" television commercial later this year because of his strong beliefs in the labor movement, and his willingness to share those beliefs with all America.

"Today's union movement is all about giving people a voice in what goes on at work... ...and in supporting one another. I believe in that. I said, union... yes."
JACK LEMMON



Howard Hesseman

As the star of ABC's hit comedy, "Head of the Class," Howard Hesseman plays the role of a teacher in a highly organized profession, who sucessfully mixes adult responsibility and authority with a hip appeal to young people.

His show, one of the most highly praised comedy shows of this or any TV season, has been constantly ranked among the top twenty TV shows in America, and of late has risen as high as #11, with a 19.4 rating.

And, of course, Hesseman continues to enjoy a wide following because of his role as disc jockey Dr. Johnny Fever on the now-syndicated comedy series, "WKRP in Cincinnati."

Tyne Daly

As policewoman Mary Beth Lacey, on "Cagney and Lacey," Tyne Daly is one of television's best role models of a working woman, balancing career and family with grace and skill.

And the same holds true in real life. Ms. Daly has carved out a successful film and television career, with three Emmys as Outstanding Actress in a Dramatic Series in "Cagney and Lacey," while raising a family, plus involving herself with important causes like ending apartheid in South Africa.

She embodies the down-to-earth, fundamental notion of a working person who cares deeply for her family, friends and co-workers.

The Special Contributions Of Entertainment Unions

Like any sponsor, the AFL-CIO relies upon dozens of talented members of the unions who work, day-in and day-out within the entertainment industry. The membership, staff, board and leadership of those unions made an extraordinary and unprecedented effort to make the "Union YES" campaign the best it can possibly be.

The boards of the Screen Actors Guild, Radio and Television Artists, and Musicians all granted the AFL-CIO special status in the filming and recording of television and radio commercials, thereby allowing the $13 million allocated from union members dues to be stretched as far as possible in buying air-time.

SAG President, Patty Duke, personally assisted the AFL-CIO in recruiting members of her union, as did the leadership of the unaffiliated Directors Guild of America. SAG and AFTRA also recruited the top "voice" talent in their business to help create the best radio commercials possible.

The AFL-CIO would like to acknowledge the superb professional contributions of music producer Jules Chaikin, composer Robert Jason, and film director Robert Lieberman.

And, of course, during the production of the TV commercials, dozens of union artists, craftspersons, technicians, builders, truckers and others–members of IATSE and the Teamsters –gave an extra effort to make "Union YES" commercials as effective as they can be in the highly competitive network commercial marketplace.

Jack Lemmon, Howard Hesseman and Tyne Daly Talk About Union YES ☑

"I Said Yes To The Union Movement"
By Jack Lemmon

I believe in unions–I always have. And I said yes to the union movement because America's working people today need unions as much as they ever have and we have to tell the public–especially the younger people–that they can have a meaningful voice on the job.

"Arouse Young People's Curiosity"
By Howard Hesseman

I think it is important that a campaign be mounted to present the union point of view–to explain to people the beneficial elements of unionism in this country–both historically and in terms of what it can do in the marketplace for workers.

If nothing else I would hope that this campaign would arouse young people's curiosity, maybe they would ask more questions in the classroom about the labor movement in America, that they would ask more questions to their parents or others around them who have some knowledge of what unions mean.

I would like to think that a campaign like this would induce some curiosity on the part of people who don't know unions and the history of the labor movement in America. I hope they will try to find out from their teachers, from other adults, from family, from people they know that seem to have a real knowledge of what unions mean–what unions are.

"I Wanted To Do 'Union YES' Because I'm A Union Maid"
By Tyne Daly

I wanted to do "Union YES" because I'm a union maid. I got my first union card when I was fifteen. I think in unity there is strength, and I don't think that's an idea that becomes old fashioned.

I am an actress' kid and my mother was persuaded that she could either work or have a family and raise us–and I didn't believe in that. I thought I could do it all, but I needed a lot of help. I've been in the union longer than I've been married and I've been married a quarter of a century. I established myself as a worker first, and then with the other kind of work that I wanted to do which was to have a successful married and family life. I don't think I would have the workers status without the union.

I think it's a very good time for unions to be on the air and to be announcing themselves again in the mind of the public because unions have taken a big beating the last eight years. I think it's time we remind ourselves how important they are and what they do for us.

To order Union YES ✓ introductory materials, see page 8 or call 1-800-242-UNION.

MEET THE RANK-AND-FILE STARS

PILAR SCOTT-WALKER is a library clerical assistant employed by the Woodland Hills Public Library in Los Angeles, and a member of AFSCME Local #3090.

"It's Great For Anyone Who's Very Young"

By Pilar Scott-Walker, Librarian

It's great for union members to be able to get a chance to understand more about unions, and what they can actually get from the union other than just certain benefits that you normally would imagine that you'd have.

It's great for anyone who's very young, who's interested in knowing about a union. That way, they know what their options are and what they can derive from a union.

The "Union YES" campaign means saying "YES" to all the things that you want from a union. If you're thinking about entering the contest, I think it's a great opportunity because, personally, I just went down and was interviewed and look what happened! I'm in the commercial with a famous actor!

"Strength, Unity, Power, Effectiveness, Brotherhood"

By Olivia Mercier, Registered Nurse

In my opinion, we should be trying to reach those workers that are already part of the union to reinforce it. It's an important thing to be part of the union.

To me what's really great about this campaign, it provides an opportunity for those people that are not in the union to understand how important it is to be in the union and have that collective bargaining power. And to also reinforce those people that are in the union that may be wavering thinking about not being in the union anymore.

The "Union YES" campaign should say to people, you're strong when you bargain collectively, that you can have victories. "Union YES" is about strength, brotherhood, effectiveness, power, unity.

The "Union YES" campaign offers an example of real people that are active in the union, who understand the value of being in the union. I think it's an example to those people that may just be nominal members that there is a place for them and there is work for them to do, a way that they can strengthen the union.

OLIVIA MERCIER is a mental health counselor/registered nurse working for the Los Angeles County Department of Mental Health. She is a member of SEIU Local #660.

"All People Should Get Representation"

By Mitchell Goodson, Phone Operator

MITCHELL GOODSON works for Pacific Bell as a number referral operator. He is a member of CWA Local #9400.

The "Union YES" campaign to me means that we're trying to reach out to those people who don't think that they need a union in the job that they do. It's to show them that the union is effective in all walks of life and all jobs, no matter how professional someone thinks they are, that they can benefit from being organized.

In the climate that we live in today, I think it's important that we reach out to everyone and that everyone does everything they can in order to show the people what unions are all about. Until we can reach everyone and show them exactly what we can do for them, we won't be successful.

I think the "Union YES" campaign will draw all of us in the union together, along with recruiting new members that maybe were on the border line.

The "Union YES" campaign means to me that all people have a voice and that all people should get representation for fairness. It's a message that should ring out across the land that seems to be dying out lately. We need to rekindle that spirit that everyone needs a say in their own life and their own job.

GAYLORD (RUSTY) ROTEN, a member of IBEW Local #11, is an electrician in Los Angeles.

"You've Gotta Be Involved"

By Rusty Roten, Electrician

I totally believe we gotta do something to get our standing back with the public. Unions were so strong back ten, fifteen, twenty years ago. Union members kinda just got lax and just rode the crest of the wave, you know, figuring things were so strong that they could just benefit from it all the way without having to put anything forth to keep it going. So it's absolutely critical that they keep their education up, they back their union, they play an active part.

I hope these commercials will help those younger people understand that there's more than just the education, you know, with the union. They've gotta play an active part, politically, you know. They've got to attend their union meetings so they keep abreast of current events, and ask how they can play an active role in their union because we're the next generation. You know, you've got to keep going. You can't just think that somebody else is gonna do the job forever. You've gotta be involved.

You know, "Union YES" is an up attitude. And it is time to start, you know, getting strong and youthful and energetic.

JAMIE CARR is a secretary working for Columbia Pictures TV in Burbank, CA and a member of OPEIU Local #174.

Union YES ✓ Member Involvement

A print ad announcing the "Co-Star with Jack Lemmon in a Union, YES! commercial" will appear in the May or June issues of union publications with a total circulation of over 20 million copies. Some 7,000 copies of the ad were shipped in April.

The purpose of this ad is to generate rank-and-file involvement in the national campaign by calling on union workers to write, in 25 words or less, how his or her union helped solve a problem on the job. In other words, how "Union YES" worked in the context of a real-life situation. The contest, described in the ad that appears in this supplement, is open to rank-and-file members of all AFL-CIO unions. Entries must be postmarked no later than July 4, 1988.

Contest winners will be filmed this summer as part of a third "Union YES" commercial with Jack Lemmon, and due to be telecast during the Summer Olympics in September.

The Contest Rules

The rules of the "Union YES" membership involvement campaign are detailed in the May 7th issue of the *AFL-CIO News* or may be obtained by written request to the Labor Institute of Public Affairs, 815 16th Street, N.W., Washington, D.C. 20006.

All entries must be mailed only to AFL-CIO, P.O. Box 27543, Washington, D.C. 20006. Entries mailed to any other address will be disqualified.

"Your Job Is Secure"

By Jamie Carr, Secretary

I think the union is definitely a good thing. It's been good for me. Salary-wise, it's a good thing. Benefits-wise, they have a really good program. Maternity leave–your job is secure for at least four months.

The "Union YES" campaign is great because there's so many people out there that I know of that aren't unionized and they're being taken advantage of. There's just so many benefits to the union, that if the "Union YES" campaign is successful, it would give them more encouragement to seek after unions and to participate. For those people who are in unions, they'll appreciate their unions.

"America Works Best" When You Call 1-800-242-UNION

Union YES ✓ And AFL-CIO Members

During the summer of 1988, trade unionists will first become aware of the "Union YES" message in many different ways. Along with the rest of the country, they will see the television commercials. In many markets they will begin hearing radio spots with more specialized messages, as well as the new labor anthem. That song will be played at meetings, conventions, rallies. They will read in their union publications about the campaign, and thousands will be inspired to write to the AFL-CIO and tell "Why I said Union YES." Members will learn even more when they see the videocassette at their regular union meetings, perhaps deciding to order a copy of their own. And, of course, many members will proudly wear the "Union YES" logo, with their own union's seal, as a new inscription on articles of clothing, on their vehicles, and on other printed items.

If the campaign generates the kind of enthusiasm that is expected, rank-and-file members themselves will be coming up with new and even more unique applications of the campaign materials.

Order The "Union YES" Audiocassette: 1-800-242-UNION

Co-star with Jack Lemmon in a Union, Yes! commercial.

Join the "Why I said Union, Yes!" campaign. Let America know what your union has done for you. Show people the positive side of our unions. And help workers who don't have a union to think "Union, Yes!" If your entry is selected, you'll co-star on a national commercial with Jack Lemmon.

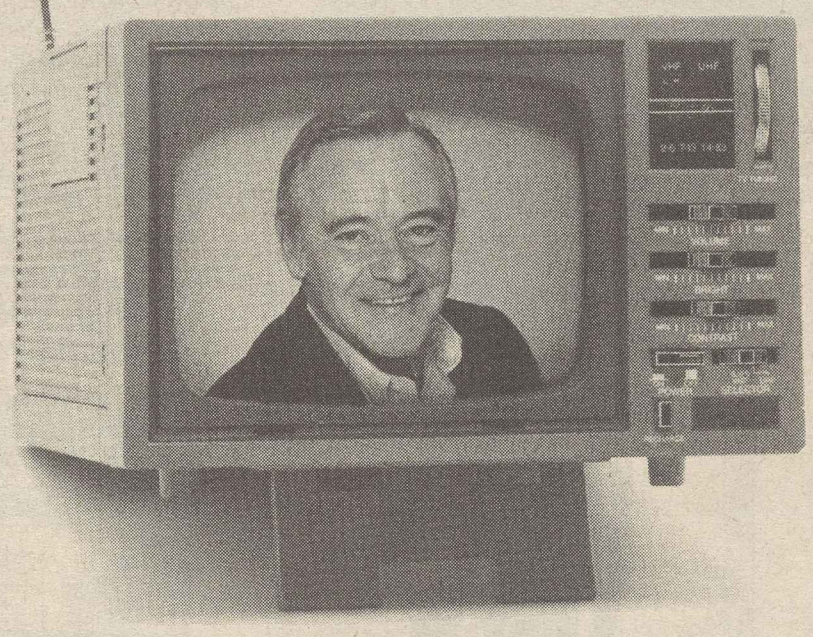
Tyne Daly (Cagney and Lacey) and Howard Hesseman (Head of the Class) are spreading the "Union, Yes!" message. They're the first two of many stars helping our unions get the message home on national television—starting May 11th.

You'll be seen on network TV this fall. Your commercial will be part of labor's next high visibility network TV schedule this fall.

Yes! I want to co-star in a "Union, Yes!" commercial. In 25 words or less, tell how your union helped you solve a problem on the job. Send your name, address, telephone number, name and number of your union local, and the job you perform to: **"Why I Said Union, Yes!" c/o the AFL-CIO, P.O. Box 27543, Washington, D.C. 20006.** Your entry must be postmarked no later than July 4, 1988.

Employees and officers (and their families) of the AFL–CIO, its affiliates, and agencies are not eligible

AMERICA WORKS BEST WHEN WE SAY...
UNION YES ✓



To order Union YES ✓ introductory materials, see page 8 or call 1-800-242-UNION.

Radio Plays An Important Dual Role

Radios' first role in the "Union YES" campaign is to extend the reach of the national effort, extend it to the workplace, to the beach, to the car, to the home–to wherever, as well as whenever, Americans listen to the radio.

The second, and far more important role of radio, is to convey the customized messages of each participating state and local union organization to a targeted local listening public.

Finished radio commercials become *local union commercials* containing *local union messages,* but with the added synergy and weight of the national "Union YES" TV campaign.

Who Uses Radio?

In 1984 the AFL-CIO created the "Campaign for America's Future," its largest effort to use television to communicate an issues agenda. That campaign, while smaller in scope and duration than the current "Union YES" effort, taught labor many lessons about how to use advertising to meet its goals–not the least of which was how valuable radio can be for all types of labor bodies.

A total of $275,000 was spent for radio during the 1984 campaign–in addition to the national TV effort. Sponsoring groups included state federations, local central bodies, building and construction trades councils, individual locals, national and international unions and several of labor's closest allies.

What distinguishes the new "Union YES" campaign is the modular design of the :60-second commercials. There is no standardized "national" message prerecorded on the commercials. The AFL-CIO can supply a message that corresponds to the first wave of television (see this page), but "Union YES" planners are aware of the diversity of messages that local labor bodies may have to deliver, and have tried to permit maximum flexibility under the law (see legal restrictions, this page).

Messages can be as different as the union groups that sponsor radio ads. During contract negotiations, for example, a union local can explain its side of the issues: its goals, how and why the workers arrived at those goals, generally improving the climate in which workers bargain. Radio also allows the message to be sent to a carefully selected audience.

In conjunction with the "Union YES" television advertising, radio dollars will work even harder for local sponsors. Every local radio dollar spent is amplified by the television exposure. And, when local messages are heard in context with national TV, they take on greater stature and importance.

Legal Restrictions

Due to the complexity of applicable federal and state laws governing certain forms of union political communications to the general public, the AFL-CIO has established the following guidelines, which must be observed for local use of "Union YES" radio commercials:

- The spot may *not* be used by state and local central bodies and affiliated national and international unions to urge the passage or defeat of any state ballot initiative or referendum.
- The spot may *not* be used by state and local central bodies and affiliated national and international unions for communications about voter registration or get-out-the-vote.
- State and local central bodies and affiliated national and international unions seeking to use the radio commercials to urge the public to support specific state or federal legislation should contact LIPA with proposed copy prior to airing of finished commercials.

Union YES ✓ Your Campaign

"Union YES" Radio Formats

Page 8 outlines how to order the "Union YES" audiocassettes that contain these commercials:

- Two :60-second radio commercials produced with a "Country/Western" musical arrangement in English. One version contains a :28-second "doughnut" for a local message; one version contains :08-seconds for local identification; both versions are available in a stereo or mono format for broadcasters.
- Two :60-second radio commercials produced with an "Urban Contemporary" musical arrangement (the same style as the TV ads). One version contains a :28-second "doughnut" for a local message; one version contains :08-seconds for local identification; both versions are available in a stereo or mono format for broadcasters.
- Two :60-second radio commercials produced in a Spanish arrangement, sung with Spanish-language lyrics. One version contains a :28-second "doughnut" for a local message; one version contains :08-seconds for local identification; both versions are available in a stereo or mono format for broadcasters.

The English-language radio commercials are supplied on one cassette and the Spanish-language radio commercials are supplied on another.

These radio cassettes do not include any spoken words by announcers–it is up to the sponsoring organization to write its own copy, either the :28-second message or an :08-second "tag" that identifies the sponsor.

You can follow the examples below, or use the guidelines to write your own copy. Then, using an announcer who is a member of the American Federation of Television and Radio Artists (AFTRA), most radio stations can integrate the music and announcer for your completed spots.

"Union YES" Radio Messages

The following are scripts that present the two basic approaches to "Union YES" :60-second radio commercials, in all musical styles. Format #1 is essentially :50-second song lyric, with an :08-second instrumental portion of music for a sponsor's identification or "tag". Format #2 replaces :28-seconds of the song lyric with instrumental music, over which the sponsor can have an announcer read copy, along with the sponsor identification.

"Union YES" Local Radio Format #1 (All musical styles)

Opening Verse:
So proud to stand together,
for work and family.
The heart and soul that's made this
a better place to be.

It's the union tradition
Raising the human condition
A voice that speaks for you and me.

Chorus:
Stand with us, Say UNION YES,
UNION YES.
Stand with us, Say UNION YES.

We're only as strong as the people
who belong.
Their hopes, their dreams, their success.

America works best when we say
UNION YES.
America works best when we say
UNION YES.

Music Bed For Your Message & Sponsor Identification/Tag: (:08-seconds)

"Union YES" Local Radio Format #2 (All musical styles)

Chorus:
Stand with us, Say UNION YES,
UNION YES.
Stand with us, Say UNION YES.

Music Bed For Your Message & Sponsor Identification (:28-seconds)

Chorus:
We're only as strong as the people
who belong.
Their hopes, their dreams, their success.
America works best when we say
UNION YES.
America works best when we say
UNION YES.

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Some labor radio sponsors do not have a specific local message they wish to include in their commercials. Their goal is to make sure local listeners–including their members–know that they are part of the larger national "Union YES" campaign that is appearing on TV. For those groups, the following commercial offers a message which reflects the themes of the overall TV campaign. Note that this commercial simply fills in the :28-second narrated message.

"Union YES" Local Radio Format #2 (Suggested Copy)

Chorus:

Stand with us, Say UNION YES,
UNION YES.
Stand with us, Say UNION YES.

Anncr:

Today's unions are all about supporting one another.
And about giving you a voice in what goes on at work.

A voice when it comes to fairness on the job.

A voice when there's a question about job advancement.

A voice that helps us keep up with the things that effect our families.

We believe America works best when people have a say in what goes on at work.

So stand with us. Say "Union, YES."

A message from (local sponsor).

Chorus:

We're only as strong as the people
who belong.
Their hopes, their dreams, their success.

America works best when we say
UNION YES.
America works best when we say
UNION YES.

© 1988 AFL-CIO/LIPA

How Labor Is Using "Union YES" Radio

The "Union YES" radio commercial package is designed for ultimate flexibility, permitting local and state labor bodies to write messages that can be recorded and put on the air quickly, if necessary, to communicate with the public on almost any issue (see legal restrictions, this page).

The first responses to the advance "packet" of radio information that was shipped to 700 labor leaders in April have yielded some interesting examples of how radio can meet a variety of needs:

- The Chicago Federation of Labor has timed its $75,000 radio buy to coincide with the May 11th national TV launch, reminding Chicagoland listeners that "Chicago Works Best When We Say Union YES!" The copy was adapted to reflect the dominant themes of the TV campaign, and to instill pride among the more than 500,000 union members in the Cook County jurisdiction.
- The United Auto Workers is exploring the use of radio in Nashville, where it has several ongoing projects, including the new GM/Saturn plant, and an organizing campaign at Nissan.

Labor Day 1988: The Best "Union YES" Radio Opportunity

The vast majority of labor bodies considering radio will need time to determine the message and audiences to be featured in their campaigns. Therefore, Labor Day 1988 and the month of September have been targeted as the best time for such local radio purchases. Your local labor movement can get involved by ordering the audiocassette. Call 1-800-242-UNION.

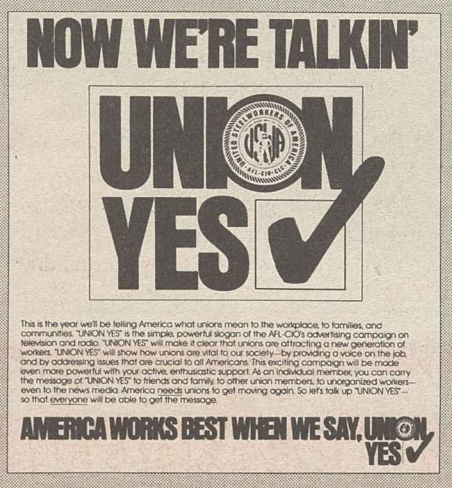
A September 1988 local radio plan will capitalize on the AFL-CIO's unprecedented commitment to sponsoring network coverage of the Summer Olympics from Seoul, Korea. In addition, Labor Day always offers a perfect opportunity for unions to communicate their fundamental messages and values to more receptive audiences.

Print Advertising For Union Papers

The objective of the "Union YES" print advertising is to help stimulate union member involvement in the entire national communications effort. The "Now We're Talking Union YES!" ad ran in union publications last winter, and helped launch the new "Union YES" campaign.

The "Co-Star with Jack Lemmon in a Union YES! Commercial" ad is running in May and June union publications, and will publicize the membership involvement campaign as it stimulates the excitement of appearing in a national television commercial. The ad is reproduced in this supplement on page 4.

Print ads will be supplied automatically to the AFL-CIO's computerized list of 7,000+ publications in the black-and-white version. Custom color versions are supplied to national union journals with four-color printing. Your publication can order ads as part of the "Union YES" print and logo packet item #UYPL-001-P (see page 8). Call 1-800-242-UNION. Future print ads will convey new elements, introduce new stars, and continue the efforts of the campaign.



If You're Considering Radio...

If you're considering using radio for the first time, here are a few guidelines on how to write good radio copy.

Assuming you've ordered and received your audiocassette(s), listen to the three different musical arrangements–Country/Western, Urban Contemporary on the English-language cassette and the Spanish-language cassette–and then decide which one sounds best for the audience you want to reach. Play that arrangement over several times to become familiar with the music and the lyric to learn how each will interact with your message.

Select between the Sample Scripts outlined above–either the long version (for a :28-second doughnut message), the short version (for a :08-second "tag" or sponsor identification) or both.

Now look at the Script–written with suggested national copy. This script is yours to run "as is" in your campaign. Or, you may use it as a guide in writing your own copy.

Notice its short, declarative sentences and its use of action verbs. Notice the amount of words in the message. Always count the words in your script, and try not to exceed this sample amount (about 90-100 words). If available, use a stop-watch to time your reading of the commercials copy as well. Read your copy aloud for time, and to hear how it will sound when an announcer reads it. And remember, the shorter your message, the longer the announcer has to emphasize key copy points.

(Also remember: Always hire AFTRA talent. Union announcers deliver the best quality. LIPA can help you find people in your area.)

Most important, notice the amount of positive words in the script. Keep your message positive, as well. After all, that's the whole idea behind the "Union YES" campaign.

Always get clearance for your commercial after you've written it. Stations have the right to "accept" or "reject" your advertising. And because many media outlets don't understand unions, they may consider you a "controversial" sponsor–regardless of your message. Be prepared to provide the station with a written script, and allow time in your planning for the approval process.

Some AFL-CIO labor bodies purchase radio time directly. Others engage a local advertising or public relations firm to assist in planning the radio buy, writing and producing the commercials, and negotiating with the station. Others use services provided by their national or international union.

Once you have answered the questions in the Audience Check List, you probably have enough information to buy time directly. However, you may get expert advice by contacting LIPA at (202) 637-5334. If you wish to use the services of an advertising agency, LIPA can also work with you to find the best solution.

If you want to accomplish the buy yourself, here are some helpful tips:

- If the station rate structures are affordable, ask the station representatives to propose "a buy." Remember, everything is negotiable–at least most of the time, and, of course, within limits.
- Ask the reps for any promotional materials the station may give out. And don't be embarrassed to ask questions. It's your money, and you should feel completely satisfied with the information and with the stations you're dealing with.
- Study the costs, audiences, and the proposed "buys" before you make your final decision.

Other points to keep in mind:

- News programs attract opinion makers.
- You may improve the impact of your radio campaign by sponsoring news programs; traffic, sports, financial and agricultural reports; and other special features.
- Local stations have a certain amount of advertising time to sell on network programs so investigate this option.
- Ask about "billboards" for program sponsorship. "This traffic report has been brought to you by Union Local #32," is a typical billboard. A billboard should cost nothing extra, and will give you important name recognition and image value.

An Audience Check List

Once you know what you want to say, you have to decide what listeners you wish to reach with this message. Assuming you cannot spend enough to buy time on every station reaching every listener, you should try to narrow down your choices.

Before considering a radio buy, look over the checklist that follows. It will help you determine who it is you want to talk to, their "demographic" characteristics, what kind of stations they listen to, and how to buy radio time on those stations.

1. What is the age group of your intended audience?
   Child-18 ☐ 19-24 ☐ 25-34 ☐
   35-49 ☐ Over 50 ☐
2. Which of the following describes your audience?
   Mostly Male ☐
   Mostly Female ☐ Equal M-F ☐
3. What is the predominant ethnic make-up, if any?
   White ☐ Black ☐
   Hispanic ☐ Other ☐
   (Specify Other _____)
4. What kind of music stations do you think they listen to?
   All News ☐ Rock-and-Roll ☐
   Country Western ☐
   Easy Listening Music ☐
   All Talk ☐ Sports ☐
   Urban Contemporary ☐ Other ☐
   (Specify Other _____)
5. You can buy radio for different parts of the day. With that in mind, does your audience work at night?
   Yes ☐ No ☐
6. Does your audience work any odd shifts?
   Yes ☐ No ☐
7. Does your audience drive their car to and from work?
   Yes ☐ No ☐
8. How many radio stations are in your market?
   (Number _____)
9. What are the dominant stations in your market that appeal to the age of your audience?
   Station A _____
   Station B _____
   Station C _____
10. What are the top ratings of those stations against your target audience?
    Station A _____
    Station B _____
    Station C _____
11. What are the station's rates for several times of day?
    Station A: Drive Time _____
    Morning _____
    Night _____
    Station B: Drive Time _____
    Morning _____
    Night _____
    Station C: Drive Time _____
    Morning _____
    Night _____
12. What is your budget?
    ($_____)
13. What is the time period you would like to expose your commercials?
    From _____ To _____

Customized Printed Materials

The new logo, with its bold YES ☑, represents a positive vote for a better future for workers, for their families and for society in general. The check can stand for organized labor's position on any issue–from job security, to comparable worth, to a campaign for Right-to-Know laws.

Most unions have already received the "Union YES" logo kit that includes AFL-CIO and blank versions of the logo in a wide range of sizes. If logo kits have not been received, or if new kits are needed, please call 1-800-242-UNION and request item #UYPL-001-P.

The "Union YES" logo can be useful to organizations that want to tie their own identity to the massive national campaign. The logo can be imprinted on a wide variety of items, including letterheads, business cards, mastheads of newsletters, press releases, bumper stickers for vehicles, signs for speech lecterns, T-shirts, hats, and any advertising done by unions at the local level.

Since the logo sheets were sent out in November, many local union bodies have come up with many new uses for the "Union YES" logo:

- The Phoenix, Arizona Labor Council designed "Union YES" sun shields for cars. Other groups, like the Boilermakers in Kansas City, are ordering this item.
- The Pennsylvania State AFL-CIO designed and imprinted "Union YES" gym bags for give-aways to delegates at their state convention. The promotion proved so successful, that the gym bags have been reprinted. The federation is now exploring "Union YES" billboards on the Pennsylvania Turnpike.
- Other local union organizations have imprinted T-shirts and bumper stickers.

The use of these kinds of materials is very important to the national effort. They help extend the reach and the life of the campaign, since the slogan, literally, will be seen everywhere.

UNION YES ✓

UNION (UFCW) YES ✓

Also, these materials help the local union members get involved with the campaign. It helps get them excited about it, helps them embrace it, helps make it their own.

If state and local union organizations come up with interesting new uses for the "Union YES" logo, they should be sent, along with a black-and-white photo to LIPA, 815 16th Street, N.W., #206, Washington, D.C. 20006.

The best suggestions will be published in future editions of the *AFL-CIO News,* with credits given to the individual and/or union whose idea inspired it.

Five union vendors have set up special pricing arrangements with the AFL-CIO, and are available to local unions for printing all materials and graphic elements described above.

Each vendor has guaranteed that the quality products they supply will be made in the U.S.A. by American union labor. If, for any reason, this does not prove to be true, there will be no charge to any union ordering printed materials from that vendor.

A list of these vendors can be ordered by calling 1-800-242-UNION. Ask for item #UYPL-001-P.

To order Union YES ✓ introductory materials, see page 8 or call 1-800-242-UNION.

AMERICA WORKS BEST WHEN WE SAY...

UNION YES

Five Basic Tools For Member Involvement

For union members to get involved at the grass-roots level, their leadership must use all of the tools available to create a "Union YES" plan. Whether you are a local union officer, steward, committee member, central body official–or simply an interested and active member–you can play an important role by ordering "Union YES" materials now. (Note: One of each of the items listed below will automatically be shipped to state and local central bodies, international unions, AFL-CIO Regional and COPE offices).

The AFL-CIO has created five basic tools to introduce you to the various elements of the 1988 campaign. You may order any or all of the "Union YES" tools by simply dialing 1-800-242-UNION (that translates into the number 1-800-242-8646). Please allow 2 weeks for delivery of materials. This service begins May 9th at 8:00 a.m. EDT.

1. The "Union YES" Supplement

Subscribers of the *AFL-CIO News* learned all about the scope and excitement of the "Union YES" campaign in this special 8-page supplement to the May 7, 1988 edition. Thousands of copies of the supplement have also been distributed in bulk throughout the labor movement.

You may order this comprehensive overview of the "Union YES" communications campaign, by single copies or in bulk:

1-10 Copies Free
Order by number: UYSS-001-P
Bulk Orders 50 count $3.00
Order by number: UYSB-001-P

2. The "Union YES" Print And Logo Packet $5.00 each

This kit provides camera-ready art that allows union publications to print ads (including the "Co-star with Jack Lemmon" ad featured on page 5 of this supplement); the kit supplies members with logo sheets for "Union YES" in many different sizes, both with and without the AFL-CIO "flag" seal; the kit includes brand-new camera-ready art sized for T-shirts, bumper stickers and buttons; and the kit includes the official AFL-CIO approved list of vendors who can print a wide range of imprinted items with your customized logo. These are guaranteed American union suppliers from which you can select the right choice for your union. This kit will be updated with new print-related items. Price is our cost of materials, plus postage and handling. A copy of the "Union YES" supplement will be enclosed in this packet.
Order by number: UYPL-001-P

3. The "Union YES" Audiocassette
(English version) $5.00 each

Labor is a movement built with spirit and song, and the "Union YES" campaign has produced an exciting new labor anthem. Side One of the "Union YES" audiocassette offers the English-language rendition of the song, which runs 1:27. Play this song before meetings, at rallies, or wherever members gather to show their spirit.

Side Two of the "Union YES" audiocassette offers all versions of the :60-second English-language radio commercials for you to hear before considering how your labor organization might use local radio. The cassette is designed to be used for preview purposes only in conjunction with the radio section of the "Union YES" supplement, which comes with every copy of the audiocassette. Remember, there are "Country/Western" and "Urban Contemporary" versions of the radio commercials in English, each available for sponsoring groups to add a :28-second message or an :08-second "tag."
Order by number: UYAE-001-C

4. The "Union YES" Audiocassette
(Spanish Version) $5.00 each

The labor movement in many U.S. cities is bilingual–because the workforce may be as likely to speak Spanish as English. The "Union YES" campaign has produced the two basic :60-second radio commercials with Spanish-language lyrics. Whether your organization wants to communicate a full message in Spanish or simply "tag" its sponsorship to a Spanish-language radio audience, this cassette will let you hear the theme music sung in Spanish.
Order by number: UYAS-001-C

5. The "Union YES" Videocassette $10.00 each

It's a video age, and union members are as accustomed to watching videotape at their meetings as they are at home, where an estimated 50% of all labor households own a VCR.

The "Union YES" videocassette is available in VHS, Beta, or ¾ U-Matic formats. The price covers only the cost of dubbing, tape, shipping handling. And the 15-minute program is the best introduction to the overall "Union YES" communications campaign, especially for the rank-and-file members.

The videocassette includes the TV commercials, the radio spots in English and Spanish, on-site footage of the music sessions, the filming of the TV commercials, and exclusive behind-the-scenes messages from "Union YES" celebrity union members Jack Lemmon, Tyne Daly and Howard Hesseman.

Also included is an inspirational visit with real rank-and-file members of AFL-CIO unions, including those who appeared in the TV commercials. The finale is a "music video," interwoven with members who really tell you why "America Works Best When We Say, "Union YES!" This *will* be a collector's item, and is a must-see for all AFL-CIO union members. A copy of the "Union YES" supplement will be enclosed.

Order by number:
VHS Videocassette UYVC-001-V
Beta Videocassette UYVC-001-B
¾" U-Matic Videocassette UYVC-001-U

Union YES ☑ Items–Ordering Information

All prices cover only the cost of duplication, printing, shipping and handling. The cost of producing the video, audio, music and other elements of the campaign have been paid by membership dues.

To receive any "Union YES" items, you must call our "800" number. This service is provided by a subsidiary of AT&T and is organized by Communications Workers of America.

The "800" number operator will take your order, the billing address, and mailing address. In addition, he or she will ask you a few questions designed to help us serve you as new phases of the "Union YES" program are announced.

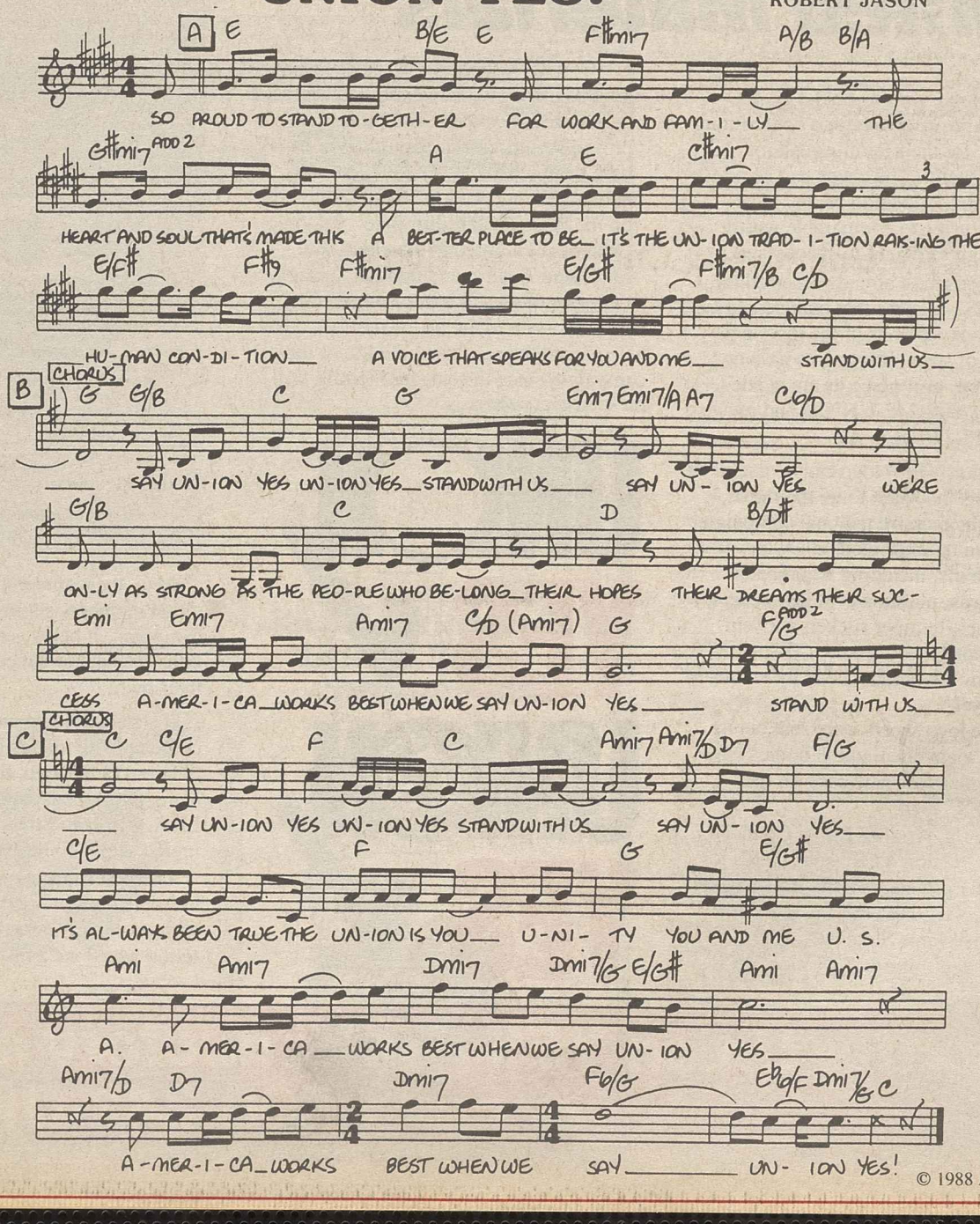
You can order any of the "Union YES" items by dialing 1-800-242-UNION during the following hours (Eastern time zone): 8 a.m.-11 p.m. Monday-Friday; 8 a.m.-8 p.m. Saturday-Sunday. Allow 2 weeks for delivery.

You may call the "800" number with any emergency or special needs for "Union YES" materials. Simply identify your special need and the operator will forward your request to the appropriate department of the AFL-CIO.

Due to anticipated demand in fulfilling thousands of "Union YES" orders, we strongly suggest that you call only the "800" for "Union YES" related questions, and not the AFL-CIO or LIPA.

UNION YES!

Words & Music by
ROBERT JASON



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Textile delegates score U.S.-Canada trade pact

Bal Harbour, Fla.—Delegates to the United Textile Workers convention unanimously elected President Vernon A. Mustard and Sec.-Treas. Ernest L. Milewski to their first full terms, and approved changes in the UTW constitution.

The union's top officers had been elected by the executive council in 1986 following the deaths of President Francis M. Schaufenbil and Sec.-Treas. William Foley.

The 197 delegates also re-elected 15 vice presidents, and in a constitutional amendment, voted to reduce the executive council to nine members over the next four years by attrition.

In his report to the convention, Mustard outlined the union's twin concerns about foreign trade and federal debt and scored the pending free trade agreement between the United States and Canada. Stressing that the promised "growth in new jobs simply won't take place," he said that the pact was a "bad deal" for workers in both countries.

"The agreement's economic benefits are questionable, but the social consequences—including plant closings and dislocation—are abundantly clear," Mustard said.

Delegates discussed the problems of workplace drug testing and stressed that local unions cannot allow companies to impose a random, mandatory testing program that overrides basic worker rights.

In other resolutions, the convention called for changes in labor law to eliminate employers' anti-union tactics and restore balance in organizing drives and efforts to win a first contract, supported an increased minimum wage and pressed for improved health care coverage for working Americans.

Delegates also reviewed collective bargaining strategies and employer efforts to wring concessions from workers.

In his convention address, Charles McDonald, executive assistant to AFL-CIO Sec.-Treas. Thomas R. Donahue, declared that the labor movement is vibrant and determined, despite eight years of assault by the Reagan Administration.

McDonald gave delegates a sneak preview of the federation's "Union, Yes" advertising campaign and noted that the "real stars" of the television and print ads will be union members "talking about what trade unionism means to them."

Speakers included Ed Johnson, director of organizing for the Canadian Labor Congress, and Sec.-Treas. Larry Jackson of the Grain Millers.

ACTWU organizing adds members in South

The Clothing & Textile Workers gained more than 1,000 new members in organizing drives in Georgia and Tennessee.

A three-month campaign by workers at S. Lichtenberg Co. plants in Lousiville and Waynesboro, Ga., that focused on low wages, management's unfair treatment of employees and the lack of seniority ended in a 413-185 vote for ACTWU representation in a National Labor Relations Board election.

During the campaign, civil rights leaders including Democratic presidential candidate Jesse Jackson and Dr. Joseph Lowery of the Southern Christian Leadership Conference supported the workers' organizing drive.

In Morrison, Tenn., workers at Gardner Manufacturing who make automobile seat covers and door panels voted 187-121 for ACTWU representation.

Gardner workers, who earned about $4 an hour below the union scale, were concerned about wages and forced overtime, the union said.

And workers at Lincoln Brass Co. in Jacksboro, Tenn., voted 61-60 for ACTWU representation, the union reported.

Keynote speaker Sen. Tom Harkin (D-Iowa), left, with APWU President Moe Biller, interpreter Bob Chandler, and Hearing Impaired Task Force leaders Karen Atwood and James Scott during national education conference.

Deaf union members sign on at Postal Workers session

Deaf and hearing-impaired Postal Workers from across the nation attended a three-day education conference in Washington to review their contractual and legal rights and to help improve communications between deaf and hearing workers.

APWU President Moe Biller told the more than 600 participants, about 70 percent of whom were deaf or hearing impaired, "We have made history here. And we are proud of what we accomplished last year when APWU brought deaf members to the bargaining table."

Biller was referring to the 1987 contract negotiations at which representatives of the union's Hearing Impaired Task Force described the problems of deaf workers directly to the Postmaster General. As a result, APWU won new contract language requiring telephone devices for the deaf, open-captioned training films, certified interpreters as needed and other accommodations for the 4,400 hearing-impaired workers, the Postal Service employs.

Sen. Tom Harkin (D-Iowa), the keynote speaker, commended the union for "leading the fight for rights for deaf workers." Harkin's brother, Frank, who is deaf, is a retired postal employee and a member of the Des Moines APWU local.

Harkin, who is spearheading a drive to extend civil rights legislation to cover the handicapped, praised the union's success in gaining contract language and protections for deaf workers.

Union role

Dr. Irving King Jordan, the new deaf president of Gallaudet University in Washington, praised the union's advocacy of deaf workers, saying, "You look at deaf people and see their abilities, not their disabilities. You know that the only thing that deaf people can't do is hear." He pointed out that the APWU had donated $5,000 to the "Deaf President Now" campaign that resulted in Jordan's appointment to head the university.

Conference participants viewed a new video produced by the union's communications department, titled "APWU & the Deaf Postal Worker: We Hear You!"

The bulk of the three-day event involved workshops on worker rights under the national contract, how to file a grievance, assertiveness training, job safety and health concerns, working with interpreters, parliamentary procedures and stewards training.

AFL-CIO 'Union, Yes' Commercial Contest

Official Rules

1. No purchase necessary.

2. **How to Enter:** Two union members will be chosen to appear in a national television commercial based upon their performances in the following events:

Qualifying Event—Essay Competition: In 25 words or less, describe how your union helped you with a problem on the job. Mail your essay, along with a completed entry form, to: "Union, Yes" Contest, P.O. Box 27543, Washington, D.C. 20006. All essay entries must be received no later than July 4, 1988. Limit one entry per person. All entries become the property of the sponsor, and none will be returned. By entering, contestants consent to the AFL-CIO's use of the material contained in their submitted essays in any manner determined by the AFL-CIO, without compensation. Sponsor is not responsible for lost, late, mutilated, misdirected, illegible or postage-due mail. Please type entries or hand-print legibly.

Essays will be judged by an independent judging organization on the basis of: originality, subject matter, clarity and positive portrayal of the contestant's union. All criteria will be weighted equally. From among all eligible entries received, 25 persons will be chosen to participate in the semifinal event. Winning essayists will be notified by mail. The decisions of the judging organization are final.

Semifinal Event—Personal Interview: The 25 semifinalists will be interviewed by the judging organization at a location at or near their place of residence. The semifinalists will be judged, in their interviews, on the following criteria: presentation, expressiveness, articulation, representation of the contestant's union. All criteria will be weighted equally. The judging organization's decisions are final. From the 25 semifinalists, four persons will be chosen to participate in the final event and will be so notified by mail or telephone. All costs involved in attending the interview, except those that may be designated by the sponsor, are the semifinalists' responsibility.

Final Event—Hollywood Audition: Each of the four finalists will receive a trip for two (the finalist and one guest) to Los Angeles to audition for the television commercial. (See paragraph 3 for complete details of the prize trips.) The finalists will be judged on the same criteria as the semifinalists. The judging organization's decisions are final. Two winners will be chosen to appear in the television commercial, which will be filmed during the prize trip to Los Angeles.

As a condition of continued eligibility, the four persons chosen to participate in the final event must be able to appear and remain in Los Angeles through the completion of filming on the dates designated by the sponsor. Inability to comply with this condition will result in forfeiture of the prize. At the sponsor's discretion, an alternate finalist(s) may be chosen.

3. **Prizes:** Grand Prize (2)—Appearance in a national "Union, Yes" television commercial.

First Prize (4)—Each finalist will receive a trip for two to Los Angeles for four days and three nights. Included are: round trip coach air fare from the airport nearest the finalist's home (estimated retail value not to exceed $1,120 per person); double occupancy hotel accommodations (estimated retail value $540); incidental expenses including transportation to and from the audition and filming (if applicable), but excluding meals and gratuities (estimated retail value $700). Total estimated retail value of all prizes: $13,920.

All taxes are sole responsibility of winners. Prizes are non-transferable and no substitutions or cash redemptions will be made.

4. Contest is open to all U.S. members in good standing as of the date of entry and through the filming of the commercial of a national or international union affiliated with the AFL-CIO. Employees and officers of the AFL-CIO, its affiliates, promotional and advertising agencies, and the immediate families of each are not eligible to enter.

5. First and grand prize winners will be required to execute an affidavit of eligibility and release of liability that must be returned to the sponsor within seven days of notification. Failure to comply with this condition may result in forfeiture of the prize, and an alternate winner may be chosen at the sponsor's discretion. All contestants, by entering the contest, consent to the use of their names and/or likenesses for advertising and promotional purposes without compensation. Grand prize winners consent to receiving no compensation for their participation in, or the subsequent broadcast of, the television commercial, and will be required to execute appropriate releases prior to filming. Failure to comply with this condition will result in forfeiture of the prize.

6. Guests of first prize winners will be required to execute publicity and liability releases.

7. In the event of a tie, an additional essay will be required and will be judged on the same basis as the qualifying essay event. For Wisconsin residents only, duplicate prizes will be awarded in the event of a tie.

8. This contest is void where prohibited by law. All federal, state and local laws and regulations apply.

9. For a list of winners, send a self-addressed, stamped, business-size envelope by September 30, 1988 to:

Union, Yes Contest Winners
P.O. Box 854
Riverton, N.J. 08007-0854

10. This contest is sponsored by the AFL-CIO, P.O. Box 27543, 815 16th St., N.W., Washington, D.C. 20006.

AFL-CIO 'Union, Yes' Commercial Contest

OFFICIAL ENTRY FORM

Name _____ **Age:** ____

Address _____

City _____ **State** _____

Telephone: (Day) _____ **(Evening)** _____

National or Int'l. Union Affiliation _____

Local Union # _____

Are you currently a member in good standing of the above union? ____

Gordon Cole dies, editor of Machinist

Fairfax, Va.—Gordon H. Cole, retired public relations director for the Machinists and editor of the IAM newspaper, died of cancer Apr. 29 at Fairfax Hospital. He was 76.

His career began as a reporter at the Syracuse, N.Y. Post-Standard. He later covered Washington for the Wall Street Journal. Cole served as a president of the Newspaper Guild Local 35, and as a Guild international vice president.

He was also a past president of the International Labor Communications Association.

Following retirement from the Machinists in 1976 after 29 years' service, Cole taught labor communications at the George Meany Center for Labor Studies.

Survivors include his wife Morag and five children. A memorial service was held May 4 at the Clifton, Va., Presbyterian Church. The IAM and the AFL-CIO will hold a joint memorial service at the Meany Center later.

AFL-CIO news

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Leading a contingent of 10,000 at Atlanta's "Jobs with Justice" march are Federation Vice Presidents Morton Bahr, William W. Winpisinger and John J. Sweeney, President Howard Samuel of the Industrial Union Dept., Georgia AFL-CIO President Herbert Mabry and Regional Director Green Lewis.

Machinists increase strike benefits

Centennial convention delegates rally for economic justice

Atlanta—The Machinists centennial anniversary convention voted to increase strike benefits to $100 a week and retain the union's current dues structure.

A highlight of the union's 32nd convention was participation in a two-mile march and rally by 10,000 persons proclaiming the right of all workers to fair treatment, decent pay and dignity on the job.

Much of the focus of the rally was aimed at anti-union aviation boss Frank Lorenzo, who was described by IAM President William W. Winpisinger as "a slave to greed and power" for his union-busting efforts at Eastern Airlines.

As the demonstrators marched through Atlanta, they chanted "Hey, hey; ho, ho; Frank Lorenzo's got to go."

Besides Winpisinger, others speaking at the "Jobs with Justice" rally included AFL-CIO Vice Presidents Morton Bahr of the Communications Workers and John J. Sweeney of the Service Employees, and President Howard Samuel of the Industrial Union Dept.

Another top event during the week was the appearance of Democratic presidential candidate Jesse Jackson, who urged enactment of legislation to increase the minimum wage, require pay equity for women, and provide parental leave to help workers meet their child care needs.

Benefit hike

The convention's decision to increase the weekly strike benefit from $70 to $100 came with renewed soundness of the strike fund which now stands at $91.5 million. The fund had been totally depleted in 1977 during the IAM strikes against Boeing Co. and Lockheed Corp.

Delegates voted to keep the current per capita structure which is based on a union-wide weighted average of one hour's pay per member. The formula provides for reductions or rebates of up to $5 monthly for locals whose members are primarily in low-paying jobs. Members currently pay about $10 monthly to the international, plus a 20 percent strike fund assessment.

Rejected were proposals to have the per capita formula based on average wages within each local, instead of on the union-wide criteria.

In other action, the delegates voted to:

- Remove the $2 million cap on the amount of interest income from the strike fund that could be used for the IAM education center, Placid Harbor, in southern Maryland. The change will mean the international will pay travel expenses, as well as room and board, for members using the center.
- Permit Canadian members to vote for the international president and secretary-treasurer, and give them the right to solely elect a Canadian international vice president. They will not vote for the eight other U.S. vice presidents.

The Machinists observed the 100th anniversary of its founding in Atlanta on May 5, 1888, by Thomas W. Talbot and 18 railroad machinists who met secretly in an engine pit to create a union that now represents more than 800,000 workers.

Stiff anti-apartheid sanctions backed

Labor-supported bills to impose tougher economic sanctions on South Africa and to strengthen enforcement of the Fair Housing Act were approved by House committees.

The fair housing amendment, approved 26-9 by the Judiciary Committee, is similar to a 1980 House-passed measure that was stopped by a Senate filibuster.

Existing law limits the role of the Dept. of Housing & Urban Development to conciliation. Individuals illegally denied housing because of race, sex or handicap must bring a private suit to obtain redress except when the Justice Dept. initiates a suit to end a "pattern" of discrimination.

The proposed legislation would authorize HUD to set up a system of administrative law judges empowered to fine an offender. The committee rejected nearly all of a long list of weakening amendments proposed by Republican critics of the bill, but the battle is expected to be renewed on the House floor.

An anti-apartheid bill that the AFL-CIO "strongly and enthusiastically" endorsed won 27-14 approval by the Foreign Affairs Committee after defeat of weakening amendments. It would significantly toughen sanctions enacted in 1986 over President Reagan's veto that limited new American investment in South Africa.

The new bill would prohibit all U.S. exports to South Africa other than publications, articles intended to reduce human suffering, and assistance intended to promote human rights, welfare, religious and educational activities.

It would also forbid American citizens from holding any investment in South Africa and bar most imports.

The AFL-CIO had supported a House-passed extension of the May 4 deadline for persons who entered the United States illegally before Jan. 1, 1982, to apply for amnesty. The House had voted 213-201 for a seven-month extension. But the Senate refused on a 56-40 procedural vote to take up the measure. Immigration & Naturalization Service offices were swamped with applications in the final days before the cutoff.

A labor-backed bill providing reparation payments for Americans of Japanese descent who were ousted from West Coast homes and sent to relocation camps during World War II is being put in final shape by a House-Senate conference. The bill passed the Senate 69-27 last month. The House approved a similar measure last fall.

Chrysler pact matches gains UAW negotiated at Ford, GM

Continued from Page 1

The settlement still must be ratified by UAW members at Chrysler.

As part of the negotiations, the UAW won layoff assistance and other gains for nearly 5,500 workers who will be jobless when Chrysler curtails operations at its Kenosha, Wis., plant at the end of the year. Also covered are 1,200 members in Kenosha and Milwaukee who worked at American Motor Corp., before Chrysler bought it.

The proposed four-year Wisconsin package includes payments averaging $5,500 per Kenosha worker to compensate for a $60 million loan to AMC in the early 1980s, as well as payments to active and laid-off workers in Milwaukee for a $5 million loan they made to AMC.

The new overall UAW-Chrysler agreement would run until Sept. 14, 1990, the same day the previously negotiated GM and Ford contracts expires.

Bieber and Stepp said the union won a commitment that cash and stock bonuses would not be given to Chrysler executives during years that UAW-represented employees do not receive profit-sharing payouts.

The Chrysler accord also calls for:

- An upfront bonus of $1,000 per worker in recognition of the early settlement sought by Chrysler, and two additional performance bonuses of 3 percent each. Assembly line workers at Chrysler currently make $14.43 an hour.
- No plant closings during the term of the contract, except for those already announced, and no layoffs except for carefully defined, volume-related conditions.
- Fixed employment levels for each UAW production, skilled trades and salaried unit at every Chrysler location, which can be reduced only by attrition.
- A long-term agreement calling for UAW recognition at the Chrysler Technology Center in Auburn Hills, Mich.

The settlement also includes improved pension payments, additional monies to unemployment benefits funds, and tough re-

Family Day

Thousands of union members and their children will be in Washington May 14 for the American Family Day Celebration to focus attention on the needs of working families—parental leave, child care, housing, education, fair wages and health care.

The activities, which begin at noon on the Washington Monument grounds, include addresses by trade union officials and representatives of women's organizations, exhibits, games and music. The Family Day observance is sponsored by the Coalition of Labor Union Women.

NFL players gain in drive for free agency

Unrestricted free agency for professional football players moved a step closer to reality with a pair of rulings by the National Labor Relations Board that strengthened an anti-trust suit against the National Football League brought by the players union.

"It's definitely a big step forward, one that our players have been waiting for," said union executive director Gene Upshaw, cautioning however that the union still has a tough legal road ahead.

The union has identified about 500 players whose expired contracts would allow them to seek out another team under unrestricted free agency.

NLRB General Counsel Rosemary Collyer ruled that:

- A bargaining impasse has existed between the NFLPA and league since last Oct. 11, a critical finding that could aid the union in winning a federal court injunction giving 500 players immediate free agency.
- A management allegation that the NFLPA had bargained in bad faith has "no merit" and was dismissed.

Key issue

Free agency—the right of a player to move freely from one team to another — was a key issue in the NFLPA's negotiations that ended with a 24-day strike last fall during which team owners cancelled one weekend of games and fielded "scab" teams on three other weekends.

After returning to work, the players union filed an anti-trust suit in U.S. District Court in Minneapolis seeking a preliminary injunction against the league—based on the bargaining impasse—that would allow immediate free agency.

U.S. District Judge David Doty withheld ruling on the injunction request pending the NLRB's finding that an impasse existed.

Under the old contract, teams could prevent a player from moving to another team by matching the other team's offer. It also included a major roadblock by requiring compensation—usually a high draft choice —be paid if a move did occur.

Court action

NFLPA general counsel Richard Berthelsen called the NLRB ruling "very gratifying," and said he hopes to return to federal court as soon as possible to give the players a chance to seek free agency before the training camps open in early July.

NFL management had contested the union's impasse claim, but Collyer's ruling relied on a finding by NLRB Associate General Counsel Harold Datz that "the parties were at a bona fide impasse in negotiations on Oct. 11" and have remained in such a state since that time.

The NLRB general counsel also rejected a smorgasbord of bad faith bargaining charges brought by the owners against the union, saying there was "no merit" to the allegations. She ruled that the union had acted properly in raising issues at the table that the owners contended were not subject to bargaining.

These included NFLPA proposals that pre-1959 players be included in the new players retirement plan; that the league pay $18 million it owes to the pension fund; that the union and players have licensing rights to commercial use of their names and likenesses, and that a special incentive plan be adopted for competition for highly talented players.

House rebuffs attack on Davis-Bacon

Continued from Page 1

$1 million from Davis-Bacon coverage, and the sponsors of the $250,000 exclusion advanced their proposal as a step toward that goal.

In another plus, federal workers and their unions won approval of an amendment to the Defense Dept. bill that could bring higher pay to some of the government's blue-collar workers.

A law dating from 1968, commonly referred to as the Monroney Amendment, expands the boundary lines for wage surveys to determine prevailing rates of pay for the government's hourly-paid workers. Their wage rates are normally pegged to private-sector wages for comparable jobs in the community.

Because there are sometimes too few private-sector skilled workers in the immediate area of a government installation, the Monroney amendment allows wages at more distant locations to be included in the calculation. But in 1985, Congress excluded Defense Dept. employees from its coverage—a move intended to hold down future pay raises.

Unions whose members were affected protested the inequity and the House approved by voice vote an amendment by Rep. Albert G. Bustamante (D-Tex.) to re-

Union Yes message stresses valued role of labor

Kirkland points out benefits in teleconference

By Candice Johnson

The AFL-CIO Union Yes campaign went on the air with a satellite news conference that showcased the series of television and radio commercials—the centerpiece of labor's two-year, $13-million multimedia project.

National and local union officers—with AFL-CIO state and central body officials—led on-site programs in 13 cities, where viewers, including print and electronic media reporters, tuned in the broadcast and then had a chance to ask questions of Federation President Lane Kirkland.

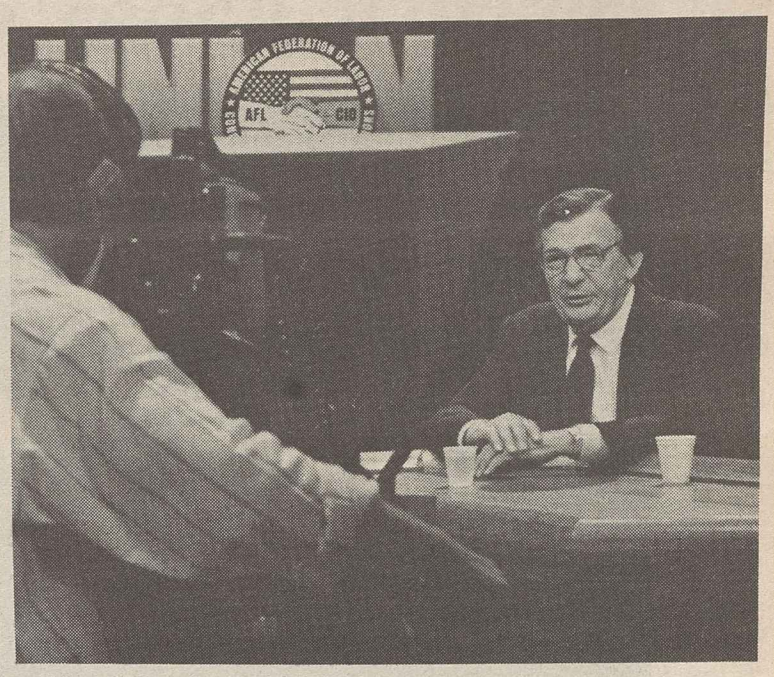
Kirkland told viewers that the goal of the Union Yes program "is to talk directly with American workers about the value of unions in the workplace today," in response to members' concerns about "stereotyped portrayals of workers and unions" on television programs.

Despite the labor movement's efforts to improve living standards for all workers, "there are still many Americans who have serious misconceptions about what unions do and about whether or not they are necessary in today's workplace," he said. And while the high cost of television advertising was carefully deliberated, the Executive Council agreed that "if we wait for someone else to tell our story, it is never going to happen," Kirkland added.

Moderator Gwenn Kelly told teleconference viewers that 95 percent of Americans will see the television ads over the next five weeks and noted that the commercials were designed to appeal a wide spectrum of adult viewers but especially workers aged 24-49.

Behind the scenes, producers and technicians from the AFL-CIO Labor Institute of Public Affairs monitored the broadcast, tracked the video feeds and talked with coordinators at the 13 target sites to keep the teleconference flowing. The production was beamed by satellite from AFL-CIO headquarters.

Continued on Page 2



Kirkland signs on with Union Yes.

AFL-CIO news

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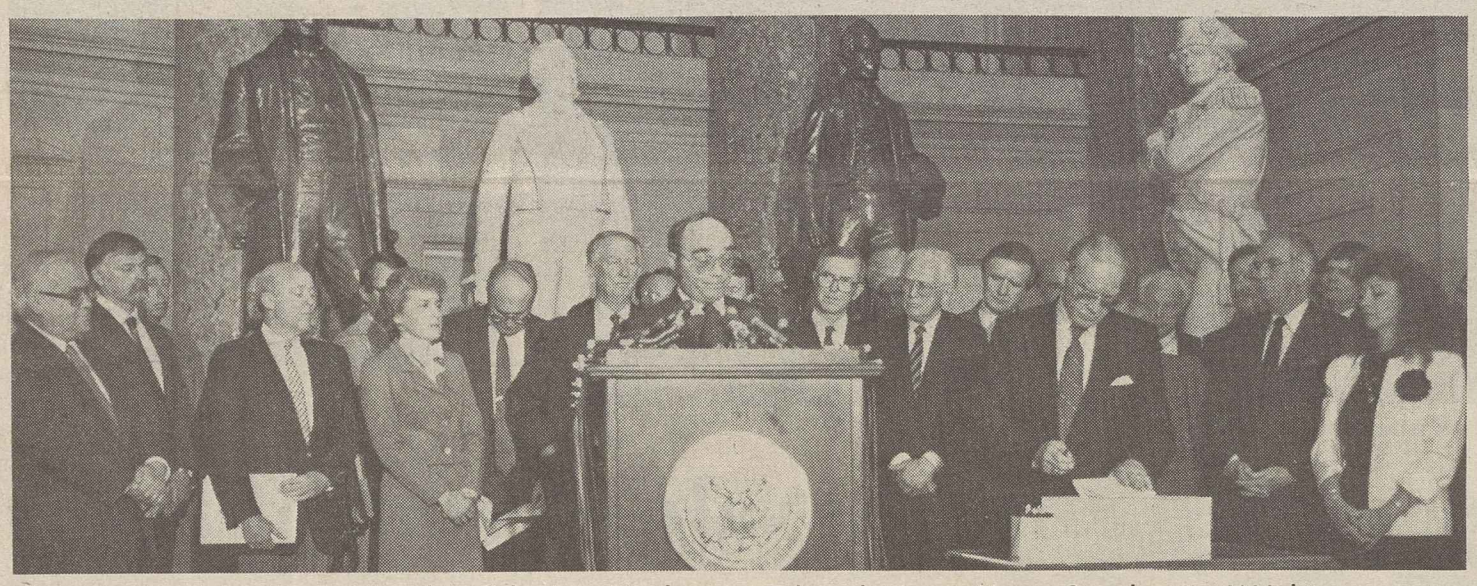
SATURDAY
MAY 14, 1988

AFL-CIO LEGISLATIVE ALERT!

PAGE 8

Reagan swings veto ax at workers



Plant closing victim Hank Schrenko of the Iron Workers tells members of Congress about the shutdown of O.M. Edwards Co. as House Speaker Jim Wright prepares to sign the trade bill before it is sent to President Reagan.

Override push vital to rescue trade measure

By David L. Perlman

President Reagan took his stand with America's worst employers, compelling both the House and Senate to muster a two-thirds majority in order to override his anticipated veto of the trade bill.

Reagan's veto ax is aimed at a section of the bill that is especially important to America's workers—a requirement that firms with more than 100 workers give 60 days' notice before closing a plant or eliminating a large number of jobs.

Mayors and community groups that have to cope with a sudden surge of joblessness say this is one of the best features of the trade bill. But employer organizations oppose it, and so does Reagan.

Push for override

A grass-roots campaign by labor and allied groups to muster support for an override vote was under already under way before the 1,200-page trade bill was sent to the President's desk.

No vote was being taken for granted. The strongest effort is in states of senators who had indicated general support for the trade bill, but backed off under White House pressure and voted against final passage. While the 312-107 House vote for the bill was well over the two-

Continued on Page 3

Plant closing crisis leaves victims scarred

They are what the plant closing notification battle is all about—men and women whose jobs were wiped out with little or no advance warning because of business decisions that were kept secret from them.

Some still bear the scars you get from being abruptly ordered to collect your personal belongings and clear out of the workplace where you spent a large part of your adult life. Those kind of scars never really disappear.

With incredulity, Patsy Edwards recalls that the packers—the people hired to crate and ship out the machinery from a Pabst canning facility in Tampa, Fla.—"knew we were closing, but we did not."

She and 12 other workers from eight states who have experienced plant closings

Profiles of victims on Page 4.

first hand were central figures on Capitol Hill on the day the trade bill was sent to President Reagan.

They met as fellow participants in the affairs of the nation with the Speaker of the House of Representatives, the majority leader of the U.S. Senate, and chairmen of nearly two dozen committees that were involved in shaping the trade bill.

They didn't get to see Reagan, and that's too bad because he would have had a hard time answering their questions.

The exact words they used might vary, but all of them wanted to know why the President was so upset with the idea that large employers should have to give workers 60 days' notice before mass layoffs.

"What's wrong with that?" they wanted to know. "It's only fair."

ILO ratifications first in 35 years

Treaties ratifying two conventions of the International Labor Organization were signed by President Reagan, the first formal U.S. adherence to new ILO standards in 35 years.

The President's action followed Senate ratification votes on the two treaties and brought success for organized labor's years of work to win ratification.

Signed by the president were:

- Convention 144—calling for regular consultation on ILO matters by representatives of workers, employers and governments in each member country.
- Convention 147—requiring nations to establish minimum standards of working and living conditions for crews on seagoing vessels registered under their flag.

AFL-CIO President Lane Kirkland and multiple union leaders have testified repeatedly in favor of ratification during the 40 years since the ILO first adopted the conventions.

Near-unanimous vote

Kirkland had praised the near-unanimous Senate votes ratifying the documents, saying it was a turning point in this nation's relations with the ILO—the Geneva-based tripartite organization of workers, employers and governments.

He indicated that this move should be the forerunner of U.S. ratification of ILO human rights conventions dealing with such issues as freedom of association and forced labor.

Convention 147, strongly supported by the AFL-CIO maritime unions, was ratified by an 84-0 vote, while Convention 144 was approved by an 81-2 vote. The latter treaty was opposed by the National Right to Work Committee, which objected to the AFL-CIO being designated as the representative of American workers.

Only a few ILO conventions dealing with maritime matters had been ratified by the United States over the years, the last one in 1953.

Maritime Trades Dept. President Frank Drozak pushed for ratification of Convention 147, saying a crackdown was needed against unscrupulous shipowners who exploit seafarers from countries with subsistence economies.

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5/14/88

House Speaker Jim Wright is joined by members of Congress who helped shape the trade bill as he defends advance notice as "only fair."

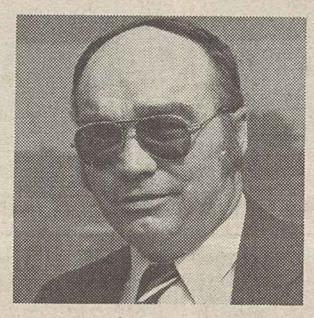
Advance notice a burning issue to workers who never got it

Shutdown without warning 'reward' for service

Art Berens

Pam Witman

ART BERENS and PAM WITMAN—Members of the Auto Workers who were laid off by The Donaldson Co. in St. Paul, Minn. The firm, which employed 275 workers, was a manufacturer of large air cleaners and mufflers. As president of the local union, Berens and his negotiating committee were told to meet with company negotiators at 1 p.m. on May 24, 1985, for the purpose of discussing a new contract. When company negotiators arrived, they informed the union representatives that the company had decided to close the plant effective immediately. At the same time, the same announcement was being read to the rest of the workforce at the plant. Berens had worked for the company for 27 years. Witman had been with the company for eight years. At the time of the closing, the company was in the midst of its 70th anniversary of operations. Since the company closed, Berens and Witman have worked extensively with the UAW's dislocated worker programs. Since becoming involved with the program, they have been successful in finding jobs for 160 workers who were the victims of plant closings.

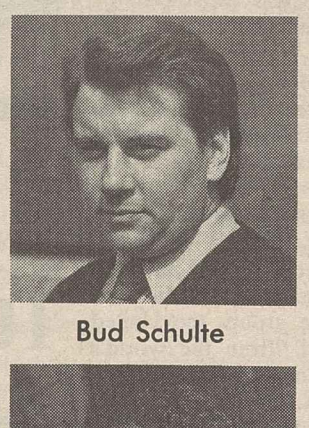


Hank Schrenko

HANK SCHRENKO—A membe Workers. He had worked for O.M in Syracuse, N.Y., a manufactur doors and windows. Last Sept. 8, ployees of the plant were called t a.m. and told that the company effective immediately. Employees remove all personal belongings a company property in 15 minutes. checks were held for two weeks a some of the checks bounced. At t shutdown, the company was in th 100th anniversary and held some the market. Schrenko had been e the company for 13 years. He is m three children.

John J

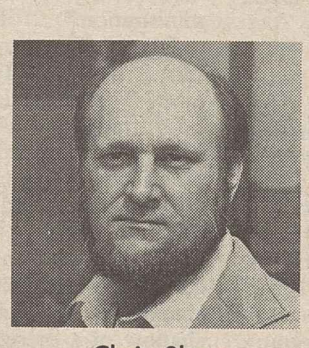
JOHN JORGENSON—A Flint Glass Worker at the Newell Co. in Clarksburg, W.Va. Newell staged a hostile takeover of the plant's operations from Anchor Hocking Inc. The takeover took effect last July and on Aug. 10, the new owners told the company's 942 workers that they now planned to close the plant. The plant ceased all operations on Nov. 1. Jorgenson had worked for the company for 20 years before the shutdown. He is married with two children and has not been able to find work since the shutdown. Less than 1 percent of the company's workforce has been able to find new jobs.



Bud Schulte

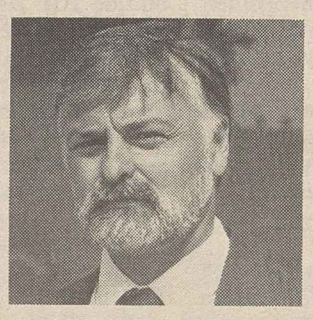
Denise Martin

BUD SCHULTE and DENISE MARTIN—Members of the Food & Commercial Workers at Iowa Pork Inc., a meat packing company in St. Paul, Minn. On May 7, 1987, the company told its 260 workers that it would stop all operations at the close of business on May 8. Schulte had been with the company for nearly six years and had just purchased a new home at the time of the plant closing announcing. As part of his mortgage application, he had requested and received three letters from company management indicating that he had a bright future with the company. Martin, a single parent, had been with the company only one week at the time of the closing announcement. She had left another job in order to go to work for Iowa Pork. Neither Schulte nor Martin has found a new job.



Chris Short

CHRIS SHORT—A business ag Woodworkers at Coos Bay, Ore. decade, Short has witnessed numero downs in the upper northwest wi prior notification given to the affe As an example, some 615 woodw sawmills owned by Smurfit Sawn told on Christmas Day 1986 that t one more week to work. Although later sold, a majority of the work not found work.



Rick Saalfeld

RICK SAALFELD—Member of the Food & Commercial Workers who had worked for a Land O' Lakes meat packing operation in Schuyler, Neb. The company announced plans to close Dec. 15, 1982. The first shift heard about the plant closing on the radio. The plant closing was effective at the close of business on the date of the announcement. The closing affected some 1,100 workers in a town of only 5,200 people.

Wally

WALLY BARRETT—A member of the Teamsters working at C & W Transport Co. (trucking firm owned by Gerber Baby Foods in Eau Claire, Wis.). On Feb. 12, 1987, the company told its 398 employees in Wisconsin—and 1,700 nationally—that it planned to cease all operations over the next three days. Six months prior to the closing, employees had given back 15 percent of contract wages in an effort to keep the company alive. Barrett had worked for C & W Transport for nearly nine years. This plant closing represented the fourth time in his 30-year career in the trucking industry that his employer had announced a shutdown with little or no notification. At the time of the shutdown, two of Barrett's six children were still living at home. He is now working only part-time.

The first in a series of press conferences across the nation is held in Minneapolis to back plant closing provision in the trade bill. From left, Minneapolis Mayor Donald M. Fraser, City Councilman James Scheibel, State AFL-CIO President Dan Gustafson and St. Paul Mayor George Latimer.

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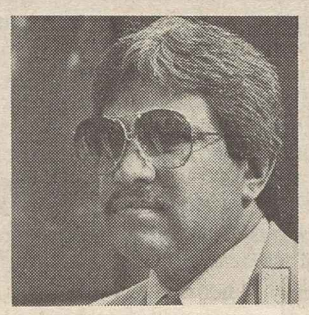

Wilfred Mendez

WILFRED MENDEZ—A Machinist at Fairchild Republic Aircraft in Long Island, N.Y. After working for 10 years with the company as an aircraft mechanic, Mendez was notified last November that the company would no longer continue to operate. On the day that employees were notified, they were told by company officials that "this day is your last day." Prior to closing, the company had employed some 6,500 workers at the height of its operations. Mendez has a wife and three children. He has not yet found work. He has looked as far away as Florida for employment. Upon returning from a job search in Florida, he was notified by the state that his unemployment pay had been suspended while he was out of state looking for work.

enson

PATSY EDWARDS—A member of the Steelworkers who had worked 14 years for the Pabst Blue Ribbon aluminum canning facility in Tampa, Fla. On March 29, 1988, some 117 employees were notified that the plant would close permanently the next day. The first crew notified of the closing was given 45 minutes to leave the plant property. Other shifts learned of the closing from news media accounts before being officially notified upon reporting to work. Edwards is a single parent, the mother of two children.

Patsy Edwards

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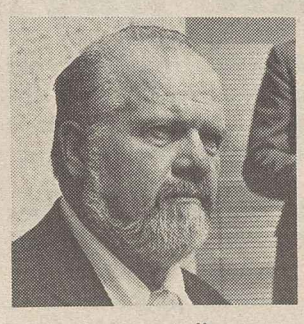
Robert Walls

ROBERT WALLS—A member of the Woodworkers at Boise Cascade in International Falls, Minn. The building materials plant, with 600 employees, announced on Dec. 6, 1984 that it was closing, effective immediately. Employees were given a day and a half to clean out their lockers. Walls lacked one month having 41 years of service with the company. Average seniority at the plant was 25 years. Company offered no training or assistance to the displaced workers.

rrett

ANTHONY MULBERRY—A former member of the Steelworkers at W.H. Haskell Co., a fabricated steel company in Pawtucket, R.I. On Feb. 4, 1987, Mulberry and some 100 other employees of the company were given a 10-minute notice that the plant was shutting down operations, effective immediately. Plant owners told employees they were stopping operations because the banks had refused financing for future operations, even though the company had back orders for 10 million bolts for nuclear submarines. Mulberry had been employed by the company for 30 years. His father had also worked for Haskell for 47 years. He is married, father of eight children.



Anthony Mulberry

Radio campaign

The following is the text of the radio ads run by labor federations in seven states—California, Minnesota, Nebraska, New York, Oregon, Rhode Island and Wisconsin. In addition to the AFL-CIO, the ad campaign was sponsored by the Auto Workers, Steelworkers, Teamsters, AFSCME, Electronic Workers, Machinists and Electrical Workers.

Wisconsin

It's been hard on Wisconsin . . . the trade problem. In the past ten years, we've lost hundreds of factories and businesses. From Kenosha to Green Bay, we've seen thousands of jobs leave our state—often with little or no notice, despite the Wisconsin law requiring that workers be warned of an impending shutdown. And our families . . . our communities . . . our way of life has suffered.

Congress has just passed overwhelmingly a bipartisan trade bill that may help keep plants like this open and keep good jobs in Wisconsin. And when a plant does have to close, it would give people a few weeks' notice to find a new job—maybe without having to go on unemployment. But the President has threatened to veto (has vetoed) that bill.

That's why we need Senators Proxmire and Kasten and our members of Congress to vote to override that veto. Contact them by phone or mail, and tell them it's time to stand up for America and for a little fairness for American working people.

We need the new trade bill. And that's why the Wisconsin State AFL-CIO paid for this message.

The Wisconsin ads are running in Milwaukee/Racine on six radio stations: WEMP, WEZW-FM. WISN, WKLH-FM, WLTQ-FM and WMYX-FM; in Green Bay, on WDUZ, WDUZ-FM, WGEE and WJLW-FM, and in Madison, on WIBA, WIBA-FM, WMGN-FM, WTDY and WTSO.

The following introductions were used for specific states. Each message is the same as the Wisconsin ad, with appropriate senators' names added.

California

It was like any other fall morning in October 1987. People showed up for work as usual at the Milne Trucking Co. in Alameda County. But instead of punching in and going to work, they were told the plant would close in two days. Hundreds of men and women went home that day to tell their families they didn't have a job anymore . . .

The California ads in Sacramento on stations KCTC-FM, KFBK, KRAK and KRAK-FM, and in Fresno on stations KFIG-FM, KFRE, KFRE-FM, KMJ, KNAX-FM and KOJY-FM.

Minnesota

Dec. 6, 1984. Boise-Cascade announces it is closing its building materials plant in International Falls. Six hundred workers—many with 10, 20 and 30 years on the job—are given a day-and-a-half to clean out their lockers. They go home that night to tell their families they don't have a job anymore . . .

The Minnesota ads in Duluth, Minn./Superior, Wis. on KDAL-FM, WAVC-FM, WDSM and WEBC; in Minneapolis/St. Paul on KEEY-FM, KSTP, KSTP-FM, WCCO and WDGY.

Nebraska

Dec. 15, just ten days till Christmas in 1982. Workers at the Land O'Lakes meatpacking plant in Schuyler, Neb., are on their way home from work when the news comes over the radio that management is closing the plant. One thousand people in a small community of just three thousand arrive home that night shocked. They tell their families that Christmas will be a little less bright this year because they don't have jobs anymore . . .

The Nebraska ads in Lincoln on stations KFOR, KLDZ-FM and KLIN-FM, and in Omaha on stations KFAB, KKAR, KQKQ-FM, WOW and WOW-FM.

New York

Sept. 8, 1986. Workers at the O.M. Edwards Co. in Syracuse show up for work as usual. But instead of punching in and starting their jobs, they're met by police who tell them the plant is closed. There's no notice given . . . Workers are not even allowed to clean out their lockers. Over 100 men and women went home that fall morning to tell their families they didn't have a job anymore . . .

The New York ads in Buffalo/Niagara Falls on stations WBEN, WBUF-FM, WGR, WWKB and WYRK-FM and on Long Island on stations WALK-AM/FM, WBAB AM/FM and WBLI-FM.

Oregon

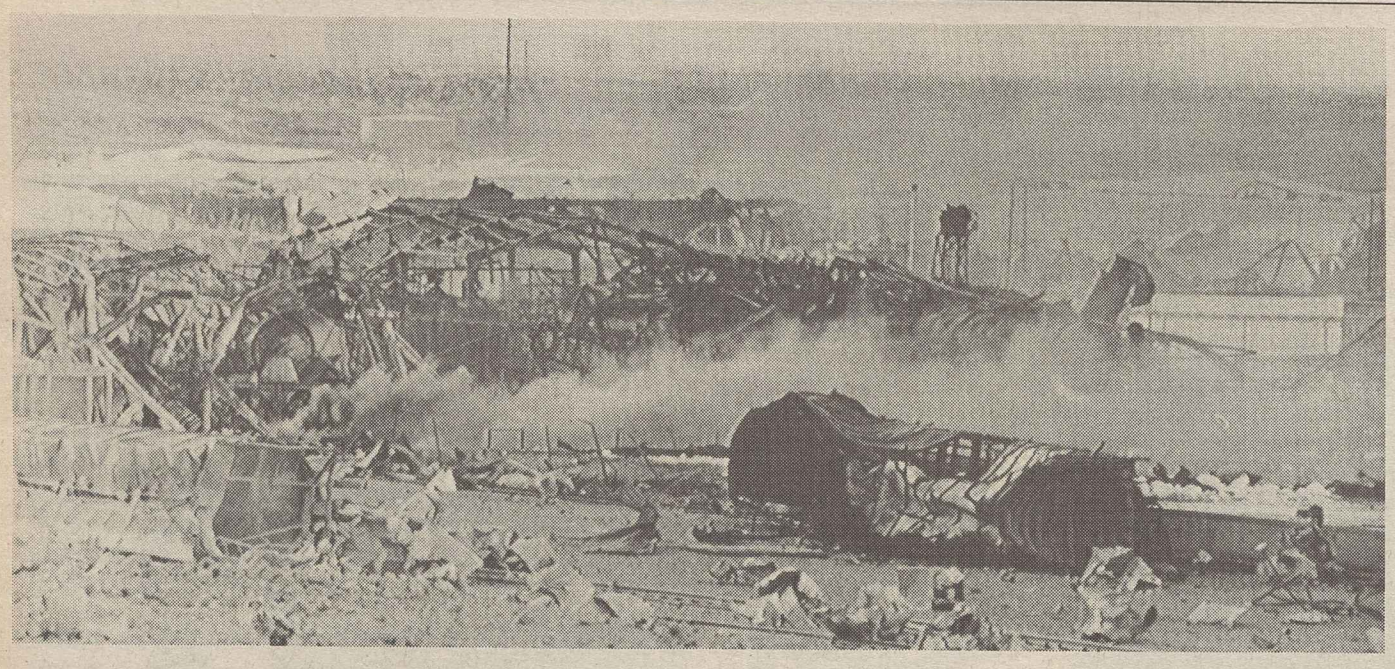
Dec. 26, the day after Christmas 1986. Employees of the Smurfit Sawmill Co. show up for work as usual at three Oregon mills. But this is not just any other day of work. Instead, they are told their mills will close within a week. More than 600 men and women go home that night to tell their families the new year won't be quite so bright because they don't have a job anymore . . .

The Oregon spots on radio stations KUGN and KPNW in Eugene and on Portland/Vancouver, Wash. stations KEX, KUPL, KUPL-FM, KYTE, KYTE-FM andKXL-AM/FM.

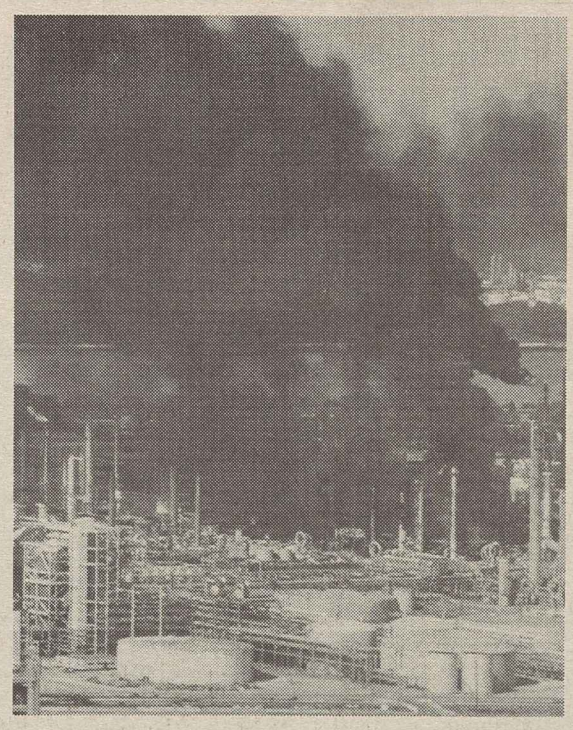
Rhode Island

It was less than 18 months ago. The Corner Ladder Co. announced it was closing its plant in Cranston. One hundred and twenty workers—many with long-term seniority—are given no advance notice. Those men and women go home that night to tell their families they don't have a job anymore . . .

The Rhode Island ads on Providence stations WLKW-FM, WPRO and WPRO-FM.



Pacific Engineering Co. plant in Henderson, Nev., where 40 Steelworkers were among those injured.



At right, Shell refinery blast in Norco, La., killed seven OCAW members and injured 13.

Unions rush help to disaster victims

Explosions, fire leave trail of deaths and injuries

By Arlee C. Green

Unions are giving a helping hand to workers and communities stricken by a trio of tragedies that shook the nation—explosions in Henderson, Nev., and Norco, La., that killed seven union workers and injured dozens more, and a high-rise building fire in Los Angeles that killed one worker and injured 40 others.

In Henderson, devastating blasts on May 4 at Pacific Engineering Co., killed two company officials and injured more than 40 of the 100 Steelworkers at the plant, which produced an oxidizer used in making rocket fuel.

A fire—apparently started in an area where the union had urged the company to install sprinklers—caused three major explosions that leveled the plant and a nearby marshmallow factory. Besides the two deaths, more than 250 people were injured and more than 3,100 homes in the area were damaged.

Nevada AFL-CIO Executive Sec.-Treas. Claude Evans and Steelworkers regional director Bob Guadiana helped USWA Local 4856 set up the Henderson Disaster Relief Fund to help cover emergency expenses of those needing help. The USWA donated $20,000 and local unions and businesses have contributed to it.

AFL-CIO Community Services Rep. Jay Brewer said that a number of activities are being directed through the union hall. Representatives of the state employment service signed up workers for unemployment benefits and the state workers' compensation program took applications from those injured in the blast. The Red Cross, Salvation Army and United Way have worked closely with the union in providing aid to the community and the workers, Brewer reported.

Several hospitals and HELP of Southern Nevada have offered to provide worker and family couseling services.

Union hall hub

In Norco, a 3:30 a.m. explosion on May 5 in Shell refinery's catalytic cracker killed seven Oil, Chemical & Atomic Workers Local 4-750 members— Joey Poirrier, 27; Jimmy Poche, 36; John Moisant, 38; Bill Coles, 28; Ernie Carrillo, 44; Roland Satterlee, 35, and Lloyd Gregorie, 38, who died when a wall fell on him. Another 13 workers were injured, including two burned critically. Some 30 people in the nearby community were injured and more than 250 homes damaged.

OCAW Rep. Ernie Rouselle said the union's efforts are to see that the families of the deceased workers don't have any financial problems, to provide psychiatric services to survivors and to find out what caused the explosion. No workers were laid off, and Shell's maintenance employees have helped make temporary repairs to damaged houses.

The company's cafeteria, destroyed by the blast, is being operated at the union hall, which had a door blown off, Rouselle said.

The Red Cross provided shelter to about 150 persons and the Salvation Army fed about 3,500 people over two days and donated $7,800 worth of food to others, according to AFL-CIO Community Services Rep. Paul Stahl.

Local 4-750 President Dean Perniciaro said that Shell is providing counseling services to the workers and has insurance adjusters working with building contractors in the community to repair damage to the homes. "We were offered assistance by a number of local unions, but we haven't needed any," Perniciaro said.

At the scene of the high-rise fire in Los Angeles, firefighters, members of IAFF Local 112, had to carry hoses and equipment up to the 12th floor into to begin fighting the fire. Once there, with only a few minutes of air left in their tanks, they had no choice but to stay and battle the inferno that engulfed five floors, killing Alexander Handy, 22, of the Operating Engineers. Nearly two dozen of the 38 maintenance workers, members of Service Employees Local 399, at work when the fire began were injured.

IAFF Local 112 Sec. Ralph Travis said the union will likely press for new equipment and may seek legislation requiring air repositories.

Aid to survivors

When the union finds out what toxic materials might have burned in the fire, it will ask the IAFF and the National Institute for Occupational Safety & Health about any possible long-term injuries firefighters may face, he said.

Cecile Richards, organizing director of SEIU Local 399, said her union is trying to find other work for the maintenance workers or get them on unemployment as it will be several weeks before the building is reopened. Local 399 is providing bilingual counselors to treat workers for stress and trauma, she said.

Kirkland scores Ortega's jailing of labor leaders

The arrest and jailing of 35 trade union leaders engaged in a 10-day hunger strike in Nicaragua drew a strong protest from AFL-CIO President Lane Kirkland in a sharply worded cable to Nicaraguan President Daniel Ortega.

The hunger strike was undertaken after the Nicaraguan government failed to negotiate a settlement in a two-month-old strike by several thousand construction and other workers, brought about, in part, by harsh new economic measures that have sharply reduced the buying power of workers.

"We vigorously protest these actions as anti-workers, anti-union and anti-democratic and demand that you fulfill the conditions of the Arias Plan granting freedom to the workers and their unions, including peaceful association and assembly," Kirkland told Ortega.

Unionists under seige

Government forces surrounded a building where 35 labor leaders were engaged in a hunger strike demanding a resolution of the labor conflict. The government forces cut off water, electricity and phone services and eventually arrested the unionists.

Among those arrested were Roberto Moreno Cajina, general secretary of the Confederation of Trade Union Unity, and Jose Antonio Jarquin, secretary general of the Confederation of Nicaraguan Workers.

Copies of the Kirkland cable to Ortega were sent to Costa Rica President Oscar Arias, El Salvador President Jose Napolean Duarte, Honduras President Jose Ascona and Guatemala President Venicio Cerezo.

The union leaders were released from jail a few days later, but the strike by the construction workers continues in its third month.

In addition to Kirkland's cable, protest messages were also sent by the International Confederation of Free Trade Unions and the Inter-American Regional Organization of Workers.

6.6 million still without jobs despite April's drop in rate

The nation's unemployment rate slipped to 5.4 percent in April—a 14-year low in the "official" calculations by the Bureau of Labor Statistics. The rate was 5.6 percent in March.

But even with a pickup of 610,000 jobs over the month, BLS reported 6.6 million workers were on the jobless rolls and more than 5 million were working part-time because they couldn't find full-time jobs.

The average workweek for the 114.7 million employed Americans last month was only 34.9 hours—not very good for hourly workers. It was even worse in the service sector at 32.7 hours and retail trades at 29.3 hours. Pulling the average up was the manufacturing workweek at 41.2 hours as factory overtime edged up to an average of 4 hours.

Of the more than 6 million unemployed, only 2.5 million were drawing jobless compensation last month. That left more than 4 million unemployed without benefits.

Recession unemployment

Several states are still suffering from recession level jobless rates: West Virginia, 13.2 percent; Texas, 7.5 percent; Michigan, 7.4 percent, and Illinois, 7.2 percent. Puerto Rico's jobless rate was 16.6 percent last month.

Seasonally adjusted figures for April place unemployment for adult men at 4.6 percent; adult women, 4.8 percent; teenagers, 15.9 percent; blacks, 12.2 percent, and Hispanics, 9.3 percent.

Joblessness among Hispanics, single mothers and teenaged women, all increased from March to April—and for black teenage women it now stands at a startling 35.5 percent.

When the BLS compiles its monthly report, people are classified as employed if they did any work at all as paid civilians; worked in their own business or profession or on their own farm; or worked 15 hours or more in an enterprise operated by a member of their family, whether they were paid or not.

For example, even though 15 million people are voluntarily working part-time, another 5.1 million are working part-time hours because of slack work.

Despite the relatively low figures for average workweek, they generally were higher than March levels, but the BLS indicated there may be a glitch, noting that it may "overstate" the situation because of the way the seasonal adjustment process deals with Easter week.

Cole memorial service

A memorial service for Gordon Cole, long-time editor and public relations director for the Machinists, will be held June 1 at 5 p.m. at the George Meany Center for Labor Studies, where Cole had been an adjunct professor. Cole, 76, died of cancer on Apr. 29.

Japan's cookie barrier

Corpus Christi, Tex.—A Brownie troop that sold a shipment of Girl Scout cookies to sailors on the U.S.S. Midway operating off the coast of Japan is the latest victim of foreign unfair trading practices.

The young scouts had sold 402 boxes of cookies to the sailors aboard the aircraft carrier but Japanese customs officials refused to allow the shipment into the country without payment of a $2,000 tariff. The actual cost of the cookies was under $1,000, a Girl Scout spokesperson said.

The cookies were transported to Japan at no charge by American Airlines, but they never made it out of the customs warehouse. After four days they were returned to the airline for the flight back to the United States.

Officials at the Japanese Embassy in Washington were not available for comment.

The cookie snag points up the harsh tariffs and restrictions placed on many U.S. made-products by nearly all its trading partners, the AFL-CIO noted.

Troop 807 leader Manchetta White said her Brownies were disappointed that the Japanese government insisted on that the duty be paid before they would allow the cookies to reach the U.S. aircraft carrier. The Brownies made a special effort to reach the American servicemen after a sailor stationed overseas wrote that he missed the treat.

Democrats told to shun 'laundry list' platform

Approach to government called key

Labor welcomes the concept of a political party platform that will express a clear view of "how and where to lead our nation" rather than a laundry list of legislative proposals reflecting the agenda of various interest groups, a panel of union leaders told the Democratic Party Platform Committee.

Bricklayers President John T. Joyce said the trade union movement agrees with Democratic National Chairman Paul Kirk that the party's principles could best be expressed in this presidential election in the form of an "Open Letter to the American Family."

It should be "easily readable, relatively brief and hopefully inspiring," Joyce suggested, and it should make clear the party's approach to the role of government in meeting the nation's needs.

Joyce testified as co-chair of the Democratic National Committee's Labor Council, speaking also for Service Employees President John J. Sweeney, the council's other co-chair. Testifying with Joyce was Communications Workers Sec.-Treas. James B. Booe, the Labor Council's executive secretary.

Their approach to the platform, Joyce said, is shared by the AFL-CIO Executive Council, which discussed the issue at its midwinter meeting.

Joyce urged that the platform should be substantive in terms of basic principles, despite its brevity. It shouldn't "serve up pablum" to the voters, he said.

Its thrust, Joyce urged, should be that government has a part to play in such matters as overcoming all forms of discrimination, improving living and working conditions, providing a better future for the next generation, dealing with the challenges to peace and freedom throughout the world, and protecting basic rights.

The contrasting views of government's proper role in our society is the sharpest area of disagreement between the two major political parties, Joyce said. A political party platform should point up this contrast, he declared.

Past experience indicates that the traditional party platforms are viewed cynically, he noted, and with reason. "America's political landscape is littered with platform planks never supported or soon abandoned" by party nominees.

In fact, Joyce suggested, "the opposition party, in its search for potentially embarrassing positions, often pays more attention to the platform than the party's own candidate."

Plant shutdown issue

Booe, who is also a member of the Platform Committee, said in response to a question that plant closing notification is an example of the difference in approach to government that will be an issue in the next election. President Reagan's anticipated veto, he said, hurts not only workers but the communities in which they live.

The Platform Committee heard from congressional leaders, elected public officials, representatives of a variety of major interest groups and representatives of the two leading presidential candidates, Massachusetts Gov. Michael Dukakis and the Rev. Jesse Jackson.

Joyce said the unions are prepared to forgo specific "labor planks" in the platform if other groups also are prepared to "subject their specific concerns to the common good."

Since the party platform is not binding on the candidates and its legislative leaders, Joyce said, "there is really no value in collecting a laundry list of single issues that serves no real function other than to be an anthology of narrow interests."

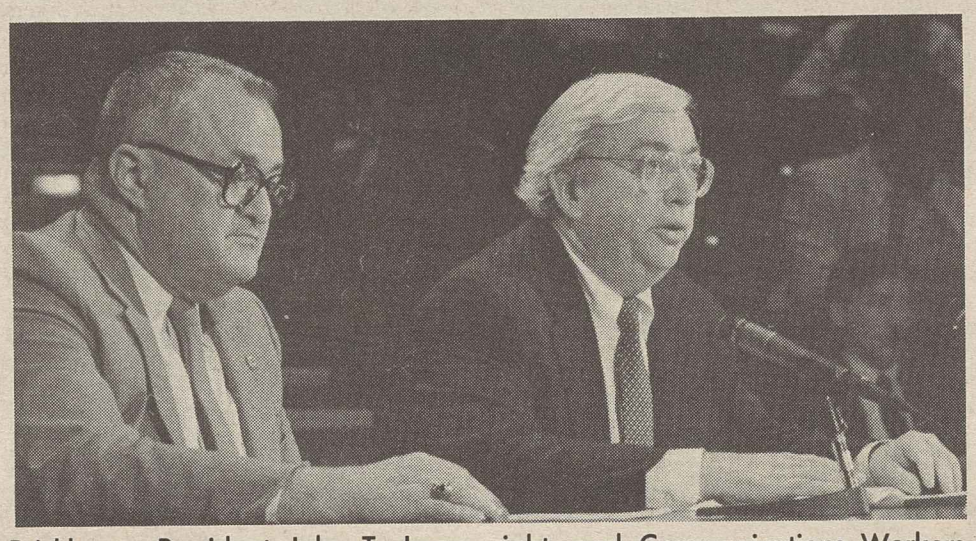
But Joyce urged that state and regional platform hearings be held and encouraged so that the greatest possible number of concerned individuals and organizations have the opportunity to express their views on the direction the next Administration should take.

Mathis takes on duties of IBT's ailing Presser

Teamsters Sec.-Treas. Weldon L. Mathis will be handling the duties of IBT President Jackie Presser for the next four months while Presser remains at Cleveland Clinic for radiation therapy and recuperation, the union announced.

Presser invoked the union constitution's clause on temporary disability in handing his duties to Mathis.

Mathis has served as IBT secretary-treasurer since 1985. He comes out of Teamsters Local 728 in Atlanta and became an IBT vice president in 1972.



Bricklayers President John T. Joyce, right, and Communications Workers Sec.-Treas. James Booe give labor's views on Democratic Party platform.

Winners' circle

Letter Carriers President Vincent Sombrotto, right, and Chairman Harold Russell of the President's Committee on Employment of the Handicapped congratulate top winners of the national "Ability Counts" essay contest. High school students from 25 states, the District of Columbia and Puerto Rico participated in this year's competition, with their trips to Washington sponsored by state federations. From left, Russell, winning essayists NiCole Bobbitt, Wayne Neal and Andrea Comini, and Sombrotto. The contest activities are coordinated by the AFL-CIO Dept. of Community Services.

UFCW presses for crackdown on crippling meat plant injuries

The Food & Commercial Workers called for an industry-wide program to eliminate crippling repetitive motion disorders among workers in the meatpacking industry. The union welcomed federal action in fining the giant IBP Inc. $3.1 million for willfully injuring workers at its Dakota City, Neb., plant and noted the maximum fine could have been twice as large.

Recommendations made by the Occupational Safety & Health Administration following an ergonomic study of the IBP plant are a "good start," the UFCW said, but the problem of cumulative trauma disorders is "of epidemic proportion throughout the meatpacking industry," and needs an industry-wide solution. The union wants OSHA to begin development of such a program.

The disorders, including carpal tunnel syndrome, are caused by repeated hand, wrist or arm motions during work. IBP employees, who work in a cold, damp environment, are required to make repetitive cuts—as many as five precision cuts in 15 seconds, cuts often requiring great force, particularly when the carcasses are cold or frozen.

OSHA Deputy Administrator Frank A. White stressed that IBP "has known about the high toll that these disorders have had on its workforce, but has chosen not to deal with it." OSHA's study determined that 620 workers at 45 work stations were "at grave risk" of being injured.

Of 377 already afflicted, some required surgery, restricted work schedules or permanent disability leave. OSHA said IBP often aggravated a worker's injury by placing the employee back in the same job once the symptoms had subsided.

Nearly every IBP worker faces some risk of cumulative trauma illness, OSHA said, stressing that engineering and administrative controls could significantly reduce the toll on workers.

Auto Workers ratify Chrysler pact

Detroit—The Auto Workers, in a membership ratification vote, approved a new two-year contract covering 66,000 Chrysler Corp. employees that puts all "Big Three" carmakers on the same bargaining timetable.

The agreement matches gains won at Ford Motor Co. and General Motors Corp. a year ago and expires on Sept. 14, 1990, the same date the Ford and GM three-year contracts end.

It will be the first time in more than a decade that the three major automakers will face negotiations at the same time. Chrysler's huge financial problems caused the interruption.

The settlement provides a $1,000 upfront bonus to all workers, and two additional 3 percent performance bonuses; a ban against new plant closings and limits on layoffs; tough restrictions against outsourcing; fixed employment levels at every Chrysler location that can be reduced only by attrition, and long-term UAW recognition at the Chrysler Technology Center in Auburn Hills, Mich.

One key contract provision prohibits cash and stock bonuses to Chrysler executives in any year that UAW-represented workers fail to receive profit-sharing payouts.

Layoff assistance for nearly 5,500 workers at Kenosha, Wis., who will lose their jobs when Chrysler curtails operations there at the end of the year is also included in the pact.

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AFL-CIO LEGISLATIVE

ALERT!

Attack On Wage Standards Loses Narrowly

Roll Call: House Approves Davis-Bacon Reform

In the last several years, congressional conservatives have used Department of Defense (DOD) authorization bills to launch attacks on one of the nation's first fair-wage standard laws -- the 1931 Davis-Bacon Act. This year, however, instead of a thinly-veiled effort to repeal the law, the House voted to pass Davis-Bacon reform.

On May 11, the House bill was passed by a vote of 252-172. Included in the bill was a labor-supported amendment which passed the House on May 3. The amendment, offered by Reps. Augustus Hawkins (D-CA) and Austin Murphy (D-PA), was identical to H.R. 2216, a Davis-Bacon reform bill which was approved by the Education and Labor Committee on Aug. 4, 1987. It raised the threshold for coverage to $50,000 on new construction projects and to $15,000 on contracts for repairs, renovation and rehabilitation.

The provisions, which would apply to any federal construction project, also included safeguards against the splitting of contracts to avoid coverage and a prohibition against replacing workers with lower-paid "helpers."

The 213-195 vote on the labor-backed amendment was followed by a vote on another conservative attempt to gut the Davis-Bacon law. The labor-opposed amendment, offered by Reps. William Dickerson (R-AL) and Charles Stenholm (D-TX), would have raised the coverage threshold to $250,000 on military construction projects, thus exempting 70% of all contracts. The amendment was defeated, but only by a vote of 204-210.

Roll Call: Find out how your representative voted. "R" means they voted right, "W" means they voted wrong, "PR" means they paired right "PW" means they paired wrong, and "A" means they were absent.

Vote #1: An AFL-CIO supported amendment to update the Davis-Bacon prevailing wage. The Hawkins-Murphy amendment was adopted 213-195.

Vote #2: A labor-opposed amendment designed to weaken the Davis-Bacon law. The Dickerson-Stenholm amendment was rejected by a vote of 204-210.

Representatives who voted right on both amendments should be thanked. Although no Davis-Bacon amendments to the Senate DOD bill are anticipated, these representatives' continued support will be needed to keep the amendment in the House-Senate conference report.

	I	II
ALABAMA		
1. Callahan (R)	W	W
2. Dickinson (R)	W	W
3. Nichols (D)	W	W
4. Bevill (D)	R	R
5. Flippo (D)	R	R
6. Erdreich (D)	R	R
7. Harris (D)	R	R
ALASKA		
AL Young, D. (R)	R	R
ARIZONA		
1. Rhodes (R)	W	W
2. Udall (D)	A	R
3. Stump (R)	W	W
4. Kyl (R)	W	W
5. Kolbe (R)	W	W
ARKANSAS		
1. Alexander (D)	R	R
2. Robinson (D)	R	W
3. Hammerschmidt (R)	W	W
4. Anthony (D)	W	W
CALIFORNIA		
1. Bosco (D)	R	R
2. Herger (R)	W	W
3. Matsui (D)	R	R
4. Fazio (D)	R	R
5. Pelosi (D)	R	R
6. Boxer (D)	R	R
7. Miller, G. (D)	A	R
8. Dellums (D)	R	R
9. Stark (D)	R	R
10. Edwards, D. (D)	R	R
11. Lantos (D)	R	R
12. Konnyu (R)	W	W
13. Mineta (D)	R	R
14. Shumway (R)	W	W
15. Coelho (D)	R	R
16. Panetta (D)	R	R
17. Pashayan (R)	R	R
18. Lehman, R. (D)	R	R
19. Lagomarsino (R)	W	W
20. Thomas, W. (R)	W	W
21. Gallegly (R)	W	W
22. Moorhead (R)	W	W
23. Beilenson (D)	R	W
24. Waxman (D)	R	R
25. Roybal (D)	R	R
26. Berman (D)	R	R
27. Levine (D)	R	R
28. Dixon (D)	R	R
29. Hawkins (D)	R	R
30. Martinez (D)	R	R
31. Dymally (D)	R	R
32. Anderson (D)	R	R
33. Dreier (R)	W	W
34. Torres (D)	R	R
35. Lewis, J. (R)	W	R
36. Brown, G. (D)	R	R
37. McCandless (R)	W	W
38. Dornan (R)	W	W
39. Dannemeyer (R)	W	W
40. Badham (R)	W	W
41. Lowery (R)	W	W
42. Lungren (R)	W	W
43. Packard (R)	W	W
44. Bates (D)	R	R
45. Hunter (R)	R	W
COLORADO		
1. Schroeder (D)	R	R
2. Skaggs-(D)	R	R
3. Campbell (D)	R	W
4. Brown, H. (R)	W	W
5. Hefley (R)	W	W
6. Schaefer (R)	R	W
CONNECTICUT		
1. Kennelly (D)	R	R
2. Gejdenson (D)	R	R
3. Morrison, B. (D)	R	R
4. Shays (R)	R	R
5. Rowland, J. G. (R)	W	R
6. Johnson (R)	W	W
DELAWARE		
AL Carper (D)	R	W
FLORIDA		
1. Hutto (D)	W	W
2. Grant (D)	W	W
3. Bennett (D)	R	R
4. Chappell (D)	R	W
5. McCollum (R)	W	W
6. MacKay (D)	R	W
7. Gibbons (D)	R	W
8. Young, C. (R)	W	W
9. Bilirakis (R)	W	W
10. Ireland (R)	W	W
11. Nelson (D)	R	W
12. Lewis, T. (R)	W	W
13. Mack (R)	W	W
14. Mica (D)	A	A
15. Shaw (R)	W	W
16. Smith, L. (D)	R	R
17. Lehman, W. (D)	R	R
18. Pepper (D)	R	R
19. Fascell (D)	R	R
GEORGIA		
1. Thomas, L. (D)	W	W
2. Hatcher (D)	W	W
3. Ray (D)	PW	PW
4. Swindall (R)	W	W
5. Lewis (D)	R	R
6. Gingrich (R)	W	W
7. Darden (D)	W	W
8. Rowland (D)	W	W
9. Jenkins (D)	W	W
10. Barnard (D)	W	W
HAWAII		
1. Saiki (R)	W	W
2. Akaka (D)	R	R
IDAHO		
1. Craig (R)	W	W
2. Stallings (D)	W	W
ILLINOIS		
1. Hayes (D)	R	R
2. Savage (D)	R	R
3. Russo (D)	R	R
4. Davis (R)	R	R
5. Lipinski (D)	R	R
6. Hyde (R)	W	W
7. Collins (D)	R	R
8. Rostenkowski (D)	R	R
9. Yates (D)	R	R
10. Porter (R)	W	W
11. Annunzio (D)	R	R
12. Crane, P. (R)	W	W
13. Fawell (R)	W	W
14. Hastert (R)	W	W
15. Madigan (R)	W	W
16. Martin, L. (R)	W	W
17. Evans, L. (D)	R	R
18. Michel (R)	W	W
19. Bruce (D)	R	R
20. Durbin (D)	R	R
21. Vacancy		
22. Gray, K. (D)	R	R
INDIANA		
1. Visclosky (D)	R	R
2. Sharp (D)	R	R
3. Hiler (R)	W	W
4. Coats (R)	W	W
5. Jontz (D)	R	R
6. Burton, D. (R)	W	W
7. Myers (R)	W	W
8. McCloskey (D)	R	R
9. Hamilton (D)	R	R
10. Jacobs (D)	R	R
IOWA		
1. Leach (R)	W	W
2. Tauke (R)	W	W
3. Nagle (D)	R	R
4. Smith, N. (D)	R	R
5. Lightfoot (R)	W	W
6. Grandy (R)	W	W
KANSAS		
1. Roberts (R)	W	W
2. Slattery (D)	R	R
3. Meyers (R)	W	W
4. Glickman (D)	R	R
5. Whittaker (R)	W	W
KENTUCKY		
1. Hubbard (D)	R	R
2. Natcher (D)	R	R
3. Mazzoli (D)	W	W
4. Bunning (R)	W	W
5. Rogers (R)	W	W
6. Hopkins (R)	W	W
7. Perkins (D)	R	R
LOUISIANA		
1. Livingston (R)	W	W
2. Boggs (D)	R	R
3. Tauzin (D)	W	W
4. Roemer (D)	W	W
5. Huckaby (D)	W	W
6. Baker (R)	W	W
7. Hayes (D)	W	R
8. Holloway (R)	W	W
MAINE		
1. Brennan (D)	R	R
2. Snowe (R)	W	W
MARYLAND		
1. Dyson (D)	A	A
2. Bentley (R)	W	W
3. Cardin (D)	R	R
4. McMillen (D)	W	R
5. Hoyer (D)	R	R
6. Byron (D)	W	W
7. Mfume (D)	R	R
8. Morella (R)	W	W
MASSACHUSETTS		
1. Conte (R)	R	R
2. Boland (D)	R	R
3. Early (D)	R	R
4. Frank (D)	R	R
5. Atkins (D)	R	R
6. Mavroules (D)	R	R
7. Markey (D)	R	R
8. Kennedy (D)	R	R
9. Moakley (D)	R	R
10. Studds (D)	R	R
11. Donnelly (D)	R	R
MICHIGAN		
1. Conyers (D)	R	R
2. Pursell (R)	W	W
3. Wolpe (D)	R	R
4. Upton (R)	W	W
5. Henry (R)	W	W
6. Carr (D)	R	R
7. Kildee (D)	R	R
8. Traxler (D)	R	R
9. Vander Jagt (R)	W	W
10. Schuette (R)	W	W
11. Davis (R)	R	R
12. Bonior (D)	R	R
13. Crockett (D)	A	A
14. Hertel (D)	R	R
15. Ford, W. (D)	R	R
16. Dingell (D)	A	R
17. Levin (D)	R	R
18. Broomfield (R)	W	W
MINNESOTA		
1. Penny (D)	W	W
2. Weber (R)	W	W
3. Frenzel (R)	W	W
4. Vento (D)	R	R
5. Sabo (D)	R	R
6. Sikorski (D)	R	R
7. Stangeland (R)	W	W
8. Oberstar (D)	R	R
MISSISSIPPI		
1. Whitten (D)	R	R
2. Espy (D)	R	W
3. Montgomery (D)	W	W
4. Dowdy (D)	R	R
5. Lott (R)	W	W
MISSOURI		
1. Clay (D)	R	R
2. Buechner (R)	W	W
3. Gephardt (D)	R	R
4. Skelton (D)	R	R
5. Wheat (D)	R	R
6. Coleman, E. (R)	W	W
7. Taylor (R)	W	W
8. Emerson (R)	W	W
9. Volkmer (D)	R	R
MONTANA		
1. Williams, P. (D)	R	R
2. Marlenee (R)	R	W
NEBRASKA		
1. Bereuter (R)	W	W
2. Daub (R)	A	A
3. Smith, V. (R)	W	W
NEVADA		
1. Bilbray (D)	R	W
2. Vucanovich (R)	W	W
NEW HAMPSHIRE		
1. Smith, R. (R)	W	W
2. Gregg (R)	W	W
NEW JERSEY		
1. Florio (D)	R	R
2. Hughes (D)	R	R
3. Vacancy		
4. Smith, C. (R)	R	R
5. Roukema (R)	W	W
6. Dwyer (D)	R	R
7. Rinaldo (R)	R	R
8. Roe (D)	R	R
9. Torricelli (D)	R	R
10. Rodino (D)	R	R
11. Gallo (R)	W	W
12. Courter (R)	W	W
13. Saxton (R)	W	W
14. Guarini (D)	R	R
NEW MEXICO		
1. Lujan (R)	W	W
2. Skeen (R)	W	W
3. Richardson (D)	R	R
NEW YORK		
1. Hochbrueckner (D)	R	R
2. Downey (D)	R	R
3. Mrazek (D)	R	R
4. Lent (R)	W	R
5. McGrath (R)	W	R
6. Flake (D)	A	PR
7. Ackerman (D)	R	R
8. Scheuer (D)	R	R
9. Manton (D)	R	R
10. Schumer (D)	R	R
11. Towns (D)	R	R
12. Owens (D)	R	R
13. Solarz (D)	R	R
14. Molinari (R)	W	W
15. Green (R)	W	R
16. Rangel (D)	R	R
17. Weiss (D)	R	R
18. Garcia (D)	R	R
19. Biaggi (D)	A	A
20. DioGuardi (R)	R	R
21. Fish (R)	R	R
22. Gilman (R)	R	R
23. Stratton (D)	R	R
24. Solomon (R)	R	W
25. Boehlert (R)	R	R
26. Martin, D. (R)	W	W
27. Wortley (R)	W	W
28. McHugh (D)	R	R
29. Horton (R)	R	R
30. Slaughter (D)	A	R
31. Kemp (R)	W	W
32. LaFalce (D)	R	R
33. Nowak (D)	R	R
34. Houghton (R)	W	W
NORTH CAROLINA		
1. Jones, W. (D)	R	W
2. Valentine (D)	W	W
3. Lancaster (D)	W	W
4. Price (D)	W	W
5. Neal (D)	W	W
6. Coble (R)	W	W
7. Rose (D)	A	A
8. Hefner (D)	W	W
9. McMillan (R)	W	W
10. Ballenger (R)	W	W
11. Clarke (D)	W	W
NORTH DAKOTA		
AL Dorgan (D)	R	R
OHIO		
1. Luken (D)	R	R
2. Gradison (R)	W	W
3. Hall, T. (D)	R	R
4. Oxley (R)	W	W
5. Latta (R)	A	A
6. McEwen (R)	W	W
7. DeWine (R)	W	W
8. Lukens (R)	W	W
9. Kaptur (D)	R	R
10. Miller, C. (R)	W	W
11. Eckart (D)	R	R
12. Kasich (R)	W	W
13. Pease (D)	R	R
14. Sawyer (D)	R	R
15. Wylie (R)	W	W
16. Regula (R)	W	W
17. Traficant (D)	R	R
18. Applegate (D)	R	R
19. Feighan (D)	R	R
20. Oakar (D)	A	A
21. Stokes (D)	A	A
OKLAHOMA		
1. Inhofe (R)	W	W
2. Synar (D)	R	R
3. Watkins (D)	W	W
4. McCurdy (D)	W	W
5. Edwards, M. (R)	W	W
6. English (D)	W	W
OREGON		
1. AuCoin (D)	R	R
2. Smith, R. (R)	W	W
3. Wyden (D)	R	R
4. DeFazio (D)	R	R
5. Smith, D. (R)	PW	PW
PENNSYLVANIA		
1. Foglietta (D)	PR	PR
2. Gray (D)	R	R
3. Borski (D)	R	R
4. Kolter (D)	R	R
5. Schulze (R)	W	W
6. Yatron (D)	R	R
7. Weldon (R)	R	W
8. Kostmayer (D)	R	R
9. Shuster (R)	W	W
10. McDade (R)	R	R
11. Kanjorski (D)	R	R
12. Murtha (D)	R	R
13. Coughlin (R)	W	W
14. Coyne (D)	R	R
15. Ritter (R)	W	W
16. Walker (R)	W	W
17. Gekas (R)	W	W
18. Walgren (D)	R	R
19. Goodling (R)	W	W
20. Gaydos (D)	R	R
21. Ridge (R)	R	R
22. Murphy (D)	R	R
23. Clinger (R)	R	R
RHODE ISLAND		
1. St Germain (D)	R	R
2. Schneider (R)	W	R
SOUTH CAROLINA		
1. Ravenel (R)	W	W
2. Spence (R)	W	W
3. Derrick (D)	W	W
4. Patterson (D)	W	W
5. Spratt (D)	W	W
6. Tallon (D)	W	W
SOUTH DAKOTA		
AL Johnson (D)	W	W
TENNESSEE		
1. Quillen (R)	W	W
2. Duncan (R)	A	A
3. Lloyd (D)	A	A
4. Cooper (D)	W	W
5. Clement (D)	R	R
6. Gordon (D)	R	R
7. Sundquist (R)	W	W
8. Jones, E. (D)	W	W
9. Ford, H. (D)	R	R
TEXAS		
1. Chapman (D)	W	W
2. Wilson (D)	R	R
3. Bartlett (R)	W	W
4. Hall, R. (D)	W	W
5. Bryant (D)	R	R
6. Barton (R)	W	W
7. Archer (R)	W	W
8. Fields (R)	A	W
9. Brooks (D)	R	R
10. Pickle (D)	R	R
11. Leath (D)	W	W
12. Wright (D)	S	S
13. Boulter (R)	PW	PW
14. Sweeney (R)	W	W
15. de la Garza (D)	W	W
16. Coleman, R. (D)	R	W
17. Stenholm (D)	W	W
18. Leland (D)	R	R
19. Combest (R)	W	W
20. Gonzalez (D)	R	R
21. Smith (R)	W	W
22. DeLay (R)	W	W
23. Bustamante (D)	PR	R
24. Frost (D)	R	R
25. Andrews, M. (D)	W	W
26. Armey (R)	W	W
27. Ortiz (D)	R	R
UTAH		
1. Hansen, J. (R)	W	W
2. Owens (D)	R	R
3. Nielson (R)	W	W
VERMONT		
AL Jeffords (R)	R	W
VIRGINIA		
1. Bateman (R)	W	W
2. Pickett (D)	W	R
3. Bliley (R)	W	W
4. Sisisky (D)	W	W
5. Vacancy		
6. Olin (D)	W	W
7. Slaughter (R)	W	W
8. Parris (R)	W	W
9. Boucher (D)	R	R
10. Wolf (R)	W	W
WASHINGTON		
1. Miller, J. (R)	W	W
2. Swift (D)	R	R
3. Bonker (D)	R	R
4. Morrison, S. (R)	W	W
5. Foley (D)	R	R
6. Dicks (D)	R	R
7. Lowry (D)	R	R
8. Chandler (R)	W	W
WEST VIRGINIA		
1. Mollohan (D)	R	R
2. Staggers (D)	R	R
3. Wise (D)	R	R
4. Rahall (D)	R	R
WISCONSIN		
1. Aspin (D)	R	R
2. Kastenmeier (D)	R	R
3. Gunderson (R)	W	W
4. Kleczka (D)	R	R
5. Moody (D)	PR	PR
6. Petri (R)	W	W
7. Obey (D)	R	R
8. Roth (R)	W	W
9. Sensenbrenner (R)	W	W
WYOMING		
AL Cheney (R)	W	W

Congress Considers Action On Eastern Air: Lorenzo Sues Unions

Since corporate raider Frank Lorenzo and his Texas Air Corporation acquired ownership of Eastern Airlines, he has been waging a major campaign to break Eastern's unions. Recently, Mr. Lorenzo acted to raise the stakes significantly.

Last month the Department of Transportation and the Federal Aviation Administration began an unprecedented investigation of Eastern's safety practices and Texas Air's questionable financial dealings.

In an attempt to deflect attention from his actions, Lorenzo retaliated by blaming his unions, and filing a $1.5 billion lawsuit against them. The vicious suit charges that the Air Line Pilots Association (ALPA) and the International Association of Machinists (IAM) entered into an illegal conspiracy to destroy the company.

Two resolutions, currently before Congress would call for an even more stringent investigation of Mr. Lorenzo's dealings, particularly his attempts to harass and intimidate his workers, at the expense of passenger safety.

As a stopgap measure to impede Eastern's Chairman, Frank Lorenzo, from totally destroying Eastern Airlines, H.Con.Res. 262 and its Senate counterpart S.Con. Res. 107, would also send a message of support to the Eastern's beleaguered unions.

What You Can Do: H.Con.Res. 262, was introduced by Rep. Norman Mineta (D-CA) with solid bi-partisan support. Rep. Mineta is now pushing for a speedy House vote on the measure, and your representative should be asked to support it. In addition, both of your senators should be asked to cosponsor S.Con.Res. 107.

Union families share fun and solidarity at the American Family Day Celebration. (Story and more pictures on Page 6.)

AFL-CIO news

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MEMO FROM COPE
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Closing notice vital to trade bill

Harvard clerical and technical workers applaud AFSCME victory.

'New collar' Harvard workers send a Union Yes message

Cambridge, Mass.—An organizing campaign that began in the mid-1970s ended in victory for 3,700 "new collar" employees of Harvard University, when they voted May 17 for representation by the AFSCME-affiliated Harvard Union of Clerical & Technical Workers.

It was the largest representation election in history at a private university in the United States.

AFSCME Workers President Gerald W. McEntee called the vote "a victory for AFSCME and the entire American labor movement."

"This is an emphatic demonstration that the workplace priorities of the labor movement in the late 1980s—focusing on concerns like child care, pay equity, career mobility and giving workers a voice at the jobsite—are also the workplace concerns of an emerging 'new collar' workforce of service-type workers, mostly working women," he declared.

McEntee said union supporters in the Boston area "waged an old-fashioned, one-on-one organizing campaign which was effective and credible."

He also credited radio ads using the Union Yes theme with contributing significantly to the victory.

Getting out the vote

They staged a massive get-out-the-vote mobilization, renting every available parking space in Harvard Square, installing extra telephone lines in the union office, utilizing 200 volunteers to flush out voters from laboratories, offices, and libraries, and even using cellular phones for last-minute communications.

Results from the election conducted by the National Labor Relations Board showed 1,530 favoring the union, 1,486 opposed, with 41 ballots challenged and eight declared void. AFSCME said Harvard management had not indicated whether it will

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5/21/88

Council calls on Congress to override Reagan's veto

By John R. Oravec

The AFL-CIO called on Congress to override President Reagan's threatened veto of sweeping trade legislation which carries a long-sought plant closing notice provision vital to America's workers. If the veto is not overriden, the Executive Council said the federation will not support a substitute trade bill stripped of plant closing notification.

"His veto would rip the heart out of the bill by denying workers and their communities the opportunity to avert or ease the human catastrophe that occurs when employers move elsewhere—often overseas—in search of higher profits," the council warned at its spring meeting. The provision requires major companies to notify their employees 60 days before a plant shutdown or massive layoff. **(Text on Page 5.)**

The House passed the measure by a veto-proof 312-107 vote while the Senate's 63-36 margin fell three votes short of the two thirds needed for an override.

Federation President Lane Kirkland noted at a news conference between council sessions that the plant closing provision is the "human element" of the trade legislation.

And when the human reason is taken into consideration by members of Congress, "there's a good fighting chance" of overriding the Reagan veto, Kirkland said.

Responding to reporters' questions, he said that if the veto is sustained the plant closing notice will certainly become a major issue in the presidential campaign—but emphasized he would rather have the legislation than an election issue. Kirkland said Reagan is taking his stand with callous employers who treat people like trash—"thrown out with the day's or the week's accumulation of refuse when it suits their fancy."

Renews threat

Reagan renewed his veto threat just after the Commerce Dept. report that the nation's runaway foreign trade deficit eased below the $10 billion mark for March—the lowest monthly posting in three years. Even so, the trade shortfall exceeded $36 billion in the first quarter of 1988—adding up to an annual rate of $144 billion. In the year-ago quarter, the deficit was $39 billion.

In other action at its two-day meeting in the Carpenters' headquarters, the council:

- Modified the federation's voluntary guidelines for affiliates, to deal with recommendations for endorsements of presidential and vice presidential candidates before the AFL-CIO General Board determines the federation's official endorsement.
- Urged affiliates to support the efforts of "Project 500" to counter right-wing attempts to gerrymander voting districts after the 1990 census to elect anti-labor candidates.
- Voiced support of Poland's Solidar-

Continued on Page 3

Law to curb polygraph tests moves toward final passage

By David L. Perlman

A House-Senate conference agreement assures final passage of a labor-supported bill that severely restricts the use of so-called "lie detectors" in private employment.

Its enactment will reverse a chilling pattern of increased use of polygraph tests by employers to screen job applicants and intimidate workers. As estimated 2 million workers are subjected to polygraph tests each year. Their number has approximately doubled every four years.

Most pre-employment testing would be barred under the conference agreement, as would random testing of employees. The limited polygraph testing allowed would be subject to strict safeguards.

The final version was shaped from a bill the House passed last November by a 254-158 vote, principally authored by Rep. Pat Williams (D-Mont.) and the measure that the Senate approved in March, 69-27. That bill carried the politically "odd couple" cosponsorship of Senators Edward M. Kennedy (D-Mass.) and Orrin G. Hatch (R-Utah), who are usually on opposite sides.

Food & Commercial Workers President William H. Wynn, whose union has put a curb on polygraph use high on its legislative priorities, welcomed the conference agreement and urged President Reagan to take a stand for "human rights and freedom" by signing the legislation when it clears Congress.

The Administration has been reported divided on the issue, with the Justice Dept. urging a veto and the Labor Dept. supporting the bill. Hatch stressed the measure's bipartisan support and predicted that Reagan will sign it into law.

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AFL-CIO Vice President John J. Sweeney delivers fraternal greetings to Canadian Labor Congress delegates and CLC President Shirley Carr.

Canada's unions map plans for massive election effort

Vancouver, B.C.—Canadian trade unionists shaped a broad-ranging economic, social and political agenda at the 17th convention of the Canadian Labor Congress.

More than 2,800 delegates from Canada's 10 provinces and two territories declared their unequivocal opposition to the Canada-U.S. Trade Agreement advocated by the Mulroney government. They pledged an all out campaign to elect a New Democratic Party government headed by Ed Broadbent in a federal election expected this fall.

CLC President Shirley Carr, who was re-elected by acclamation to a second two-year term, challenged the delegates to recognize that "the coming federal election is about the very sovereignty of Canada."

Reflecting the consensus of some 40 resolutions and an Executive Council policy statement opposing free trade, privatization and deregulation, Carr said the next federal election "is about Canadians having the basic political right to make decisions independent from foreign influence."

"It is about maintaining and expanding our social programs," she said.

Carr challenged the Prime Minister to call an election before the free trade deal is ratified and goes into effect.

Confirmation of Canadian labor's support for the New Democratic Party came during a convention address by federal leader Ed Broadbent who won repeated standing ovations from delegates as he attacked the Mulroney government's "Tory justice" where families earning less than $50,000 faced an average tax increase of $306 in 1986, while families with incomes of more than $50,000 paid $1,089 less.

Government's role

He criticized Conservatives for reliance on market-oriented policies, insisting that neglect of the role of government was undermining Canadian society.

The trade section of the convention economic policy paper, which was overwhelmingly endorsed, argues that "trade serves to develop Canada's potential for creating well-paid jobs and social security programs."

It says Canada's growth within a world economy has been achieved through multilateral agreements and "we should maintain and reaffirm our commitment to multilateralism and proceed cautiously in GATT discussions instead of entering into a comprehensive bilateral agreement with the United States."

The economy statement also calls for:

- Full employment and equal pay for work of equal value.
- Screening of foreign investments and imposing strict guidelines on plant closings and major layoffs.
- Restructuring of the corporate sector regulations that have been dismantled by the Mulroney government.
- Reaffirmation of the important role played by the public sector in the Canadian economy.
- Equitable income distribution to counteract the "shameful result of the Reagan-Thatcher-Mulroney conservative revolution . . . the growth of poverty and homelessness in the midst of affluence."
- Strengthening the right to organize and bargain collectively.

AFL-CIO Vice President John Sweeney, president of the Service Employees brought fraternal greetings to the CLC delegates and told them that the Reagan years had been rough ones for organized labor.

Political comeback

But "we've not only survived, we're ready to make a comeback and elect the next President of the United States," he said.

With regards to the Reagan-Mulroney trade deal, Sweeney said, "We feel strongly this agreement does little to solve the trade problems between our countries. In fact it may make the them worse."

The delegates chanted their support for Farm Workers President Cesar Chavez and rededicated themselves to UFCW's boycott of California table grapes.

The solidarity of the convention delegates was reflected in the re-election by acclamation of the entire 38-member Congress Executive, headed by President Carr, of the Canadian Union of Public Employees. Other top officers include Sec.-Treas. Richard Mercier of the Food & Commercial Workers and Executive Vice-Presidents Dick Martin of the Steelworkers and Nancy Riche of the National Union of Provincial Government Employees.

Maine families benefit from new medical leave

Augusta, Me—Working parents now will be able to take up to eight weeks of unpaid leave on the birth or adoption of a child or to care for an ill family member under the state's new medical leave law.

The measure covers employers who have at least 25 workers on the payroll. Employers must continue health coverage and other fringe benefits, but the worker will pay those costs.

To be eligible for the leave, workers must have at least one year of service.

Import surge continues despite smaller deficit

1st quarter trade gap totals $36 billion

The nation's foreign trade deficit continued its out-of-control roller coaster ride during the first three months of 1988, running just $3.2 billion below the raging shortfall of a year earlier.

The Commerce Dept. reported that for the January-March period, imports exceeded exports by more than $36 billion. On an annualized basis, that shortfall would produce a trade deficit of $144 billion.

The poor showing for the quarter came despite a $4.1 billion drop in the trade gap for March. The March deficit—$9.7 billion—came on the heels of a $13.8 billion shortfall for February, when imports rose to $37.4 billion. In March, imports continued their upward spiral, hitting $38.7 billion, the second-highest level ever recorded.

Exports in the first quarter reached $74.9 billion, up from $57.9 billion in the year ago period, while imports jumped to $110.8 billion, an increase of 14 percent.

AFL-CIO international economist Mark Anderson noted that the 9 percent improvement in the first-quarter deficit over last year's gap was based only on increases in exports, while imports continued at a skyrocketing pace. He cautioned that while exports of manufactured goods substantially increased over the three month period—up 30 percent over the year ago period—that dramatic rate of export growth cannot be sustained "long enough to substantially reduce the U.S. trade balance," especially while imports show no sign of dropping from their record levels.

Exports of manufactured goods hit $50.8 billion in the first quarter, up from $39.2 billion in the year ago period. But imports also increased—to $85.9 billion from $74.7 billion in the first quarter of 1987. Both rose about $11 billion, leaving the deficit in manufactured goods largely unchanged.

March's export level was boosted by cyclic sales of aircraft and parts along with a $1.1 billion U.S. sale of gold, including $600 million bought by Taiwan to offset its huge surplus of dollars.

Exports post gains

Other exports experiencing gains included office machines and equipment, electric and power generating machinery, autos and telecommunications equipment. Manufactured exports rose 23 percent in March, while manufactured imports rose 5.5 percent. Imports of machinery and transport equipment continued apace, hitting $1.2 billion in March on top of near record February levels of $1.6 billion.

America's import-export gap with Japan narrowed slightly to $1.3 billion for the January-March period, down $1.4 billion from the year ago period. The U.S. trade shortfall with Canada widened to $3.7 billion, up $470 million, while the gap with Brazil rose to $1.4 billion from $1 billion.

In the footwear industry, imports of non-rubber footwear fell slightly from the January-March period last year, when imports hit 261 million pairs. Despite the 5.5 percent decline to 246 million pairs, imports control 82 percent of the domestic market.

Resolution spotlights refugee plight

The AFL-CIO called on the United States government to respond quickly to the plight of refugees fleeing Vietnam, Cambodia and Laos and adopt a six-point plan of action to counter brutal treatment they receive on the seas and in refugee camps.

An Executive Council statement noted that the government of Thailand is reported to have encouraged local fishing vessels to interdict refugee boats attempting to reach safe shores with hundreds of Vietnamese men, women and children and tow them back out to sea.

In addition, nearly 35,000 people remain interred in dismal camps in Thailand, Malaysia, Hong Kong, the Philippines, and Singapore, many for more than four years.

"Developing nations, including the United States, have been slow to resettle these refugees," the council said.

In its statement, the Executive Council urged the United States government to:

- Request that Thailand allow all refugees to reach shore and to cooperate with the United Nations High Commissioner for Refugees in screening those seeking asylum.
- Provide additional funds for adequate facilities for housing and care of refugees in Thailand.
- Urge the government of Vietnam to improve and expand its Orderly Departures Program.
- Actively monitor refugee protection throughout Asia.
- Give priority under the current refugee admissions allocation for East Asia to refugees from first asylum camps.
- Urge other developed nations to open their doors to resettle these refugees.

Sugar workers ratify 3-year ILWU accord

Honolulu—A new three-year contract covering some 6,000 Longshoremen's & Warehousemen's Local 142 members in the hard-pressed sugar industry was ratified overwhelmingly. It provides wage increases and pension improvements.

The pay package would provide a 1.5-percent increase in each year of the agreement, with workers at the HC&S plantation receiving an additional 1.5 percent the first year, the union said. At two financially ailing plantations—Hamakua and HCPC—second-year wage increases will be granted if the companies achieve their profit projections.

Other contract provisions include an increase of the minimum pension benefit to $9.50 a month for each year of service, extending bumping period for workers returning from injury leave, increased job posting time, utilization of accrued vacation for other absences and a 10 percent cap on company payments to retirees' medical insurance.

Coat industry settlement sets pattern

10,000 ILGWU members covered by proposed agreement

New York—Tentative agreement was reached on a new three-year contract covering about 10,000 Ladies' Garment Workers in the coat industry, establishing a pattern for bargaining in the New York City-based outerwear market.

Most contracts covering about 125,000 workers in the outerwear industry expire May 31, and ILGWU officials considered the coat settlement as an encouraging sign.

ILGWU President Jay Mazur termed the settlement with the New York Coat & Suit Association and the Infants', Children's & Girls' Sportswear & Coat Association "a fair agreement."

"Our members' wages have lagged behind the cost of living, and this agreement gives strong assurance that this will not happen again," Mazur said.

The coat agreement, which still must be ratified, calls for three annual wage increases of 4 percent each, increased employer contributions to health and welfare plans, the right to take six months unpaid leave for either parent of a newborn or newly adopted infant, increased holiday pay and expanded bereavement leave.

It covers workers in the coat industry represented by ILGWU Local 89-22-1, the New York Coat, Suit, Rainwear & Allied Workers Union, as well as coat industry workers in New Jersey, Pennsylvania and other northeastern states.

ILGWU Vice President Samuel Byer, manager of Local 89-22-1, said the negotiations had been "the toughest in decades," and said the outcome fortified the union's resolve to secure a fair contract for the thousands of workers in the dress and rainwear industries.

Mazur said the agreement sets a reasonable standard and said the union "intends to achieve the same standard for all our members."

Outerwear negotiations began in March and involve 13 ILGWU local and regional affiliates representing the bulk of the union's 215,000 members. Bargaining is with 47 different employer groups in the industry that is centered in New York City's garment district.

The talks were described as "difficult, slow, sometimes contentious, and often just stalled," by ILGWU Vice President Edgar Romney, chairman of the union's strike preparations strike force.

"Agreement with two of 47 associations is encouraging, and we will do everything we can to conclude other settlements," Romney added. "At the same time, with only days remaining in our contracts, our preparations for a possible strike naturally are going forward."

Senate's 64-32 vote backs 'Buy American' rule

The Senate overruled its Armed Services Committee and refused to scrap a 40-year Buy American policy.

It voted by a bipartisan 64-32 majority against allowing the Defense Dept. to import various products it now must obtain from domestic producers except in emergencies. The list includes specialty steel products, textile goods from tents to uniforms, and food products.

At stake are tens of thousands of jobs and in some cases the ability of import-endangered U.S. firms to survive.

The Armed Services Committee sent to the Senate floor a Defense Dept. spending authorization bill that included an amendment by Sen. Phil Gramm (R-Tex.) to substantially reduce the domestic preference.

It would have allowed the Defense Dept. to buy from other countries previously restricted goods if the selling price were at least 10 percent below domestic prices and if the selling country didn't bar its own military market to U.S. goods.

Sen. John Heinz (R-Pa.) led the successful bipartisan drive to retain the Buy American provision. The House did not tamper with the Buy American language so it will not be an issue in a House-Senate conference.

In a related area, a House Public Works subcommittee heard from one of the workers whose job is threatened by an Army proposal that the U.S. Corps of Engineers reduce the domestic preference factor in its purchases.

Since 1962, regulations governing Corps of Engineers purchases have required that American products be used for civil works projects unless the cost of imports would be 50 percent less. Now the Army wants the differential cut to 6 percent.

Last mill left

Such a move could doom the last U.S. plant producing steel sheet piling, at Bethlehem Steel's home plant in Pennsylvania, union and management witnesses told the subcommittee headed by Rep. James L. Oberstar (D-Minn.).

Timothy McNally, recording secretary of USWA Local 2599, spoke as "a third-generation steelworker." The mill where his father worked for 35 years is now closed, McNally testified. At the plant where he has worked for 24 years, employment has dropped from 6,700 four years ago to 4,800.

McNally and Bethlehem's product line manager, Robert Carle, spoke of the benefits to the community and nation that would be lost if yet another segment of an import-battered industry should be wiped out.

Despite a drop in the payroll and concern for the future of their jobs, workers at the plant contributed some $370,000 to charity last year, McNally testified.

More than 40 percent of each dollar the federal government spends for domestic products is returned in federal, state and local taxes, Carle said. To ignore both this and the need for an industrial infrastructure for national defense, he said, is "short-sighted, bad economics and bad policy."

Redistricting issue prompts support for Project 500

The AFL-CIO asked its affiliated unions to support a program intended to help elect labor's allies to state office this November and minimize the risk of a conservative takeover of Congress after the 1990 Census.

An Executive Council resolution endorsing the "Project 500" campaign stressed the link between elections of state legislators and governors over the next several years and the lineup in the House of Representatives for the next decade.

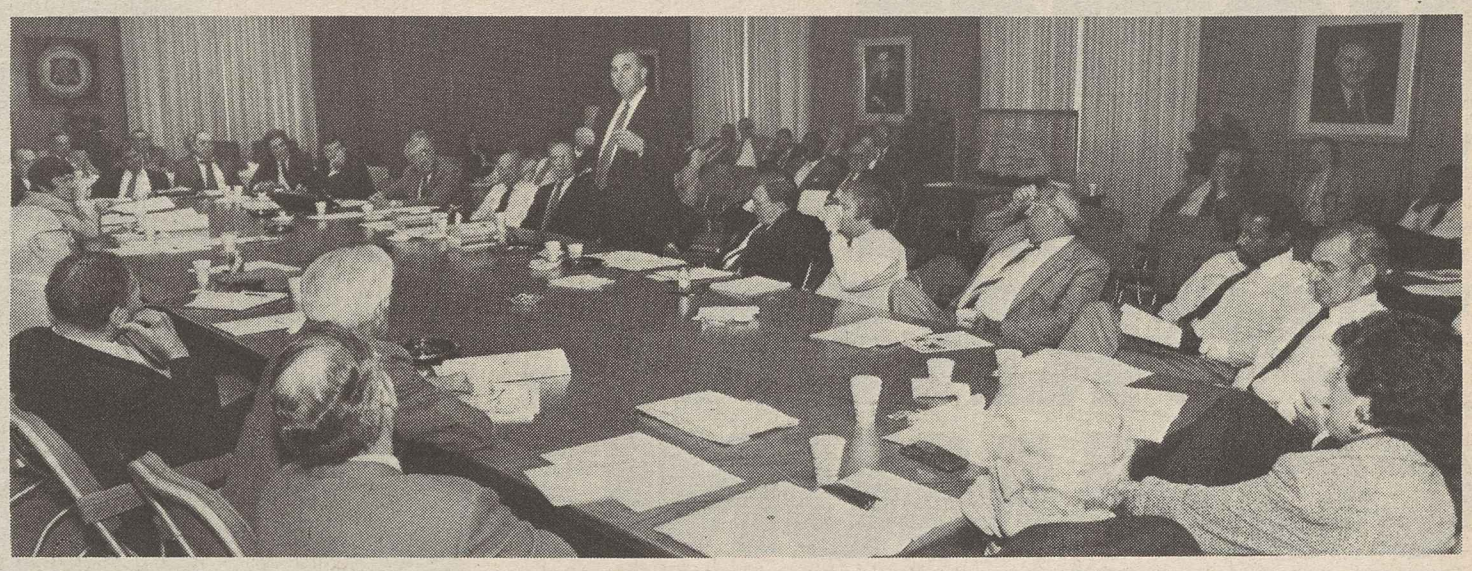
After each census, some states gain and some lose congressional seats based on population changes. But even in states where the number of House seats remains the same, legislatures frequently redraw congressional districts—to reflect population shifts within the state and, in some cases, the political tilt of the legislators and the governor.

The Executive Council resolution described Project 500 as "an independent national organization of elected officials and representatives of labor and management." Its board includes AFSCME President Gerald W. McEntee, Auto Workers President Owen Bieber and Communications Workers President Morton Bahr.

Long-range strategy

Project 500, named for its original goal of winning new legislative seats across the country, mounted a strong get-out-the-vote effort for the 1986 state elections. Its 1988 and 1990 strategy was described by the Executive Council as "the first attempt by labor and its traditional allies to coordinate long-range reapportionment strategy and block attempts to gerrymander away liberal legislators."

The council asked affiliated unions "to provide financial and other assistance to Project 500 as permitted by the applicable federal laws regulating political activity."



IBT Sec.-Treas. Weldon Mathis addresses council.

Council presses for override of veto

Plant closing notice termed vital ingredient of trade bill

Continued from Page 1

nosc independent union movement and assailed the government's crackdown on striking workers.

- Outlined a six-point agenda for the U.S. government to help in gaining humane treatment for refugees fleeing Vietnam, Cambodia and Laos.
- Gave Kirkland the authority to act on a charter for the International Longshoremen's & Warehousemen's Union if the ILWU seeks affiliation. The union, which has not been affiliated with a national labor center for 40 years, currently has the question of AFL-CIO affiliation before its membership in a referendum. Longshoremen's President John M. Bowers and ILA President Emeritus Thomas W. Gleason appeared before the council to express the hope the two longshore unions would some day be back in one union.

Kirkland announced a working schedule of regional conferences planned for September and October. The two-day weekend sessions will include a series of workshops and give-and-take discussions with federation officers and will close with political action rallies involving union members and families.

Two other council guests, Sec.-Treas. Weldon Mathis and legal counsel John R. Climaco of the Teamsters, thanked the AFL-CIO for its strong opposition to the Justice Dept.'s much-leaked and often-rumored suit to take over the union. They stressed that the preparation case has not been abandoned, despite public perception that the effort has stopped.

Labor law focus

In a report on the council's Committee on the Evolution of Work, Sec.-Treas. Thomas R. Donahue announced that the panel will focus on the Canadian model of labor law at its next session in August. He also reported on revenue growth in the federation's Building Investment Trust to spur union construction of commercial projects while providing substantial returns for union pension fund investments.

The council heard a number of reports from federation vice presidents and department staff directors. It approved contributions to the NAACP, $13,500; National Council of Negro Women, $4,500; National Housing Conference, $18,000; No Greater Love, $4,500; Citizens Network for International Affairs, $5,000; Save Our Security, $7,500; American Ireland Fund, $5,000, and the International Paper Strike Fund, $5,000.

A grant of $230,000 was approved for the National Council of Senior Citizens under an arrangement whereby affiliates will be able to share in 46,000 first-year NCSC memberships for new union retirees at no cost.

The next meeting of the council will be Aug. 23-25 in Washington and the General Board will convene on Aug. 25 to consider the endorsement of presidential and vice presidential candidates.

Solidarnosc hailed as Poland's voice

Poland's workers need the support of the United States in their continuing struggle for independent unions and resolution of problems created by the country's failing economy, the Executive Council said. It urged the United States to raise the issue of Solidarnosc's right to speak for Poland's workers at the upcoming U.S.-Soviet summit meeting.

The council insisted that all discussions of the renewal of western economic aid to Poland be suspended "at a time when trade unionists are again being imprisoned and strikers are recovering from beatings."

It said the austerity measures imposed on workers by the Polish government "may meet the requirements of the International Monetary Fund and other lending institutions but do nothing to advance the prospects for dialogue and national reconciliation."

The spontaneous strikes by tens of thousands of Polish workers last month again showed the world that Poland's workers "want free and independent unions and a role in determining the destiny of their country," the council said.

The strikers' demands—decent wage increases, the rehiring of fired union activists, the release of workers jailed for union activities and the legalization of Solidarnosc—were met with beatings and grenades, the statement noted.

New restrictions

The government then adopted further repressive measures and new restrictions on worker protests, requiring all demonstrations to be approved by the national leaders of the government-controlled labor association, it added.

"The AFL-CIO condemns the violence, arrests, detentions, and jailings of Solidarnosc leaders . . . and deplores the new restrictions on basic workers' rights," the council declared. It has high praise for Solidarnosc Chairman Lech Walesa, "who joined strikers at the Lenin Shipyard and spoke with reason and dignity for the aspirations of the Polish people."

Regional conferences set

The 1988 series of AFL-CIO regional conferences will be held in five major cities during September and October. All sessions are open to union members for give-and-take discussions with AFL-CIO officers, state and local central body officials, and officers of national and international unions. The schedule:

Southeast—Atlanta, Sept. 8-9
Southwest—Houston, Sept. 23-24
Midwest—Chicago, Sept. 30-Oct. 1
Mid-Atlantic and New England—New York, Oct. 14-15
West—San Francisco, Oct. 21-22

All conferences will be held on Fridays and Saturdays. The sessions will open with Friday evening receptions; Saturday morning workshops and rap sessions, and close with Saturday afternoon political action rallies for union members and their families.

AFL-CIO President Lane Kirkland has urged all affiliates to encourage their members to participate in the conferences and rallies.

Endorsement plan modified to allow recommendations

A modification in the AFL-CIO's voluntary guidelines on political actions by affiliates will allow unions to make a recommendation on a presidential endorsement to the Executive Council and the federation's General Board.

The council reiterated its request that unions refrain from an actual endorsement of a presidential candidate before the federation acts as a whole, and it made clear that the restriction should apply also to an endorsement for vice president.

But it approved a change in the endorsement guidelines covering the period after at least one presidential nominating convention has been held—the Democratic convention, July 18-21, is first—until the August meeting of the Executive Council and General Board.

During that period, national and international unions may, if they wish, "publicly recommend the AFL-CIO endorsement of candidates for the presidency and vice presidency of the United States."

The Executive Council will convene Aug. 23, a week after the Republican convention. The General Board meeting, to act on a presidential endorsement, has been scheduled for Aug. 25.

TRADE BILL'S PLANT CLOSING NOTICE VITAL TO WORKERS, COMMUNITIES

The AFL-CIO calls upon Congress to override President Reagan's anticipated veto of the Omnibus Trade Bill.

While the President strenuously objects to notification of plant closings, he has not raised objections to the many benefits in the bill sought and secured by multinational corporations.

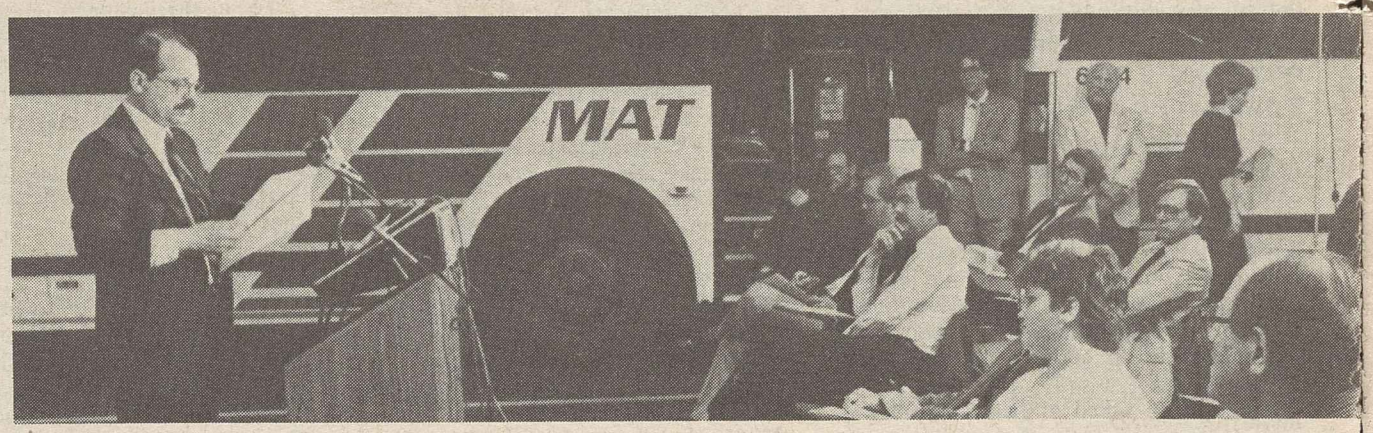
His veto would rip the heart out of the bill by denying workers and their communities the opportunity to avert or ease the human catastrophe that occurs when employers move elsewhere—often overseas—in the search for higher profits.

Advance notice of a major plant shutdown is necessary to permit workers and communities to make effective use of the funds provided in this bill—nearly a billion dollars—for retraining, relocation and redevelopment.

Fairness alone dictates that workers have the right to know about employer decisions that so drastically alter their lives.

The AFL-CIO will not support a new Omnibus Trade Bill stripped of a plant closing provision.

—Statement adopted by the AFL-CIO Executive Council May 16, 1988.



Mayor Walt Calinger of Omaha, Neb., calls on President Reagan to sign the Omnibus Trade Bill. In expressing his support of the measure's plant closing notice provision, Calinger said that "to deny a community the chance to prepare for a severe economic blow is unfair." He was joined by Nebraska AFL-CIO President Gordon L. McDonald and Omaha Federation President Terry Moore at the press conference held at a Metro Area Transit garage, where Calinger honored members of Transport Workers Local 223 for posting the nation's third best performance and safety record.

Kirkland calls advance notice trade bill's "human element"

We want the plant-closing provision that's in the bill. We think it's modest. We don't think it's the strongest bill that was ever contrived. It has escape hatches and loop-holes for employers who claim to have circumstances under which two-months' notice would jeopardize their capacity to raise credit or otherwise impair an effort to keep that plant in being.

It applies only to cases where the employer is fully aware that the plant will close and, for reasons of his corporate strategy or because of the lure of perhaps a higher rate of profit in some other location, he fully intends to close that plant.

If we had the opportunity to draft a bill that represents a more complete and stronger approach to this problem, we'd do it. But we've compromised already; I don't think there's any way to further compromise the plant-closing section of this bill.

I want the action. I much prefer the enactment of this legislation to the creation of an issue. It will be an issue, it is an issue, and it will continue to be an issue if it is not enacted. I'm quite certain that it will be a major issue in the campaign.

Election campaigns are part of the process of getting action in a democracy. These matters must be thoroughly discussed and analyzed, and they are one of the elements, and a major element, on which the working people of this country and citizens at-large make their decision on Election Day. That's perfectly right and appropriate.

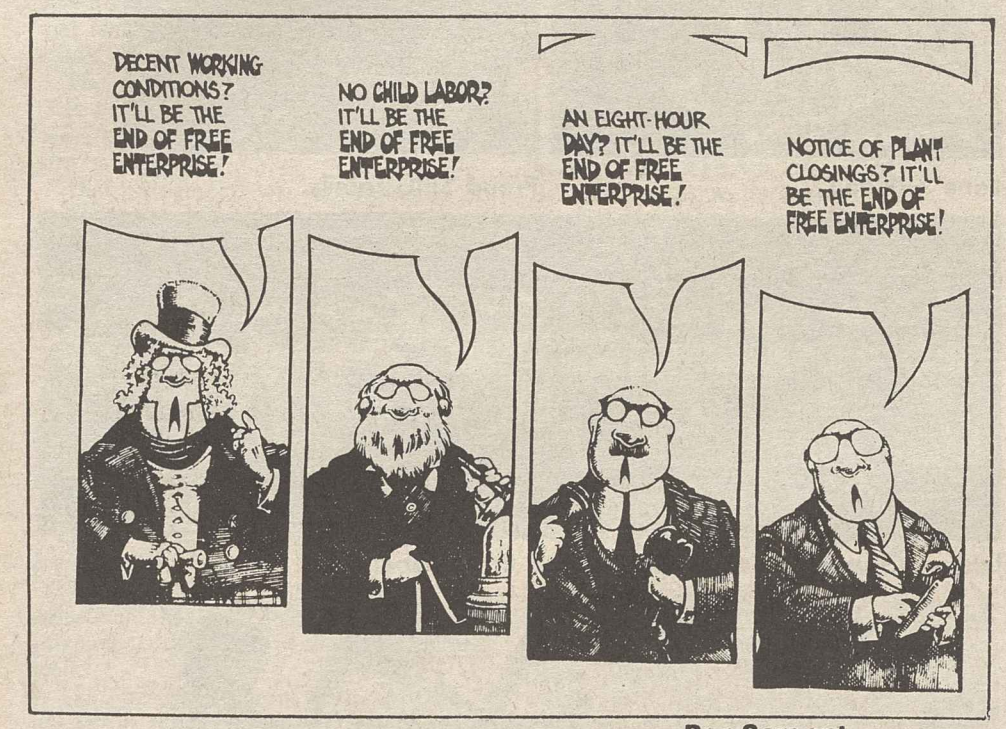
It has the virtue of symbolizing the nature of the political issues that are afoot in this country—the issue between those who struggle and work for a living and try to keep their families together and put their kids through college, and those who occupy a more privileged position in life. That, I think, goes to the heart of the national elections that we're approaching.

The plant-closing provision represents the human element of this bill. As I pointed out in the statement, it's the element of concern for the real human problems that plain, working people—working men and women—face in this country at a time of drastic and far-reaching economic change and industrial change.

We have been afflicted with many, many instances of plant closings that have devastated communities, ruined the lives or at least radically altered the lives and hopes and opportunities of American families.

That's the issue at work here: whether it is worthy of a President of the United States or an Administration elected by all the people and purporting to represent the general welfare of all of the people to put forward as sacrosanct the right of the worst and most callous employers in this land to treat working people like trash, to be thrown out with the day's or the week's accumulation of refuse when it suits their fancy, to move somewhere else to pursue a better offer.

—AFL-CIO President Lane Kirkland at press conference during Executive Council meeting.



Ben Sargent
The Austin American-Statesman

Congress urged to override anticipated Reagan veto

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Wisconsin AFL-CIO President Jack Reihl joins Madison Mayor Joseph Sensenbrenner in expressing strong community support for plant closing notification at a city hall press conference. Reihl relates the state's experiences with plant closings, stressing the "impact on every American worker and every American. Notice is needed to help communities plan for the future."

Radio campaign

The following is the text of the radio ad run in Wash., D.C. as a follow-up to those run a week earlier in seven states.

The trade bill's about people—real people like Art Berens. He worked at the Donaldson Co. in St. Paul, Minn., for 27 years.

Berens: "With my particular plant, they called everyone into the cafeteria at one in the afternoon . . . when they read a letter and told everyone to leave the building immediately. Just like that . . . that's the warning we got."

There are thousands of stories like this one. The C&W Transport Co., Wisconsin—400 workers, three days' notice. Land O' Lakes meatpacking, Nebraska—a thousand people, no notice at all, 10 days before Christmas. Among the voters, everyone knows someone who's lived through it.

Congress can do something about it. Override the veto. Save the trade bill. Help keep good jobs in America. And when a plant does have to close, give people a few weeks' notice to find a new job, and communities some time to adjust.

We need Congress to stand up for a little fairness for American working people. We need the trade bill.

Escape hatch

Republicans who opposed the trade bill because it required employers to give 60 days' notice of a plant shutdown or major layoff are trying to escape the political heat of voter disapproval by lining up behind a new bill introduced by Sen. Dan Quayle (R-Ind.).

His toothless substitute bill establishes a "policy" that employers should give "reasonable advance notice to employees affected by major employment reductions." It directs the Secretary of Labor to "encourage" employers to do so.

If they don't—and in any event "reasonable" notice isn't defined—the Secretary of Labor "may" then investigate "flagrant" cases of shutdowns without notice and "may publicize" the circumstances.

Vice President Bush, who helped lobby Republican senators against the trade bill, is reported to have given his blessings to the Quayle bill.

Labor and business support funds for employment service

Unions, employers and state governments joined in urging Congress to provide full funding to keep state employment agencies functioning and administering the unemployment compensation system.

A portion of employer payroll taxes is earmarked for these costs. But because only part of this money has been allocated to the states, employment offices have been forced to close and services cut back.

The shortchanging of the job services program was protested by the AFL-CIO, the U.S. Chamber of Commerce and the Interstate Conference of Employment Security Agencies in an unusual joint appearance before a House Appropriations subcommittee.

James N. Ellenberger, the AFL-CIO's unemployment insurance specialist, objected to the hoarding of funds from the trust fund set up to cover administrative costs so that the federal budget deficit would appear to be lower. He said both the Reagan Administration and Congress have been at fault.

Reduced services

Ellenberger said the closing of some 300 employment offices and the elimination of 15,000 employment service positions took place in the face of a strong consensus on the need for job training and assistance to displaced workers. Fewer job service locations and smaller staffs have meant added travel time and longer lines for people seeking work, he noted.

Richard Q. Praeger Jr., testifying for the interstate conference, noted that the tax imposed on employers to pay for administration of unemployment insurance and employment service programs cannot be used for other government purposes. Yet President Reagan is asking for $1 billion less for these purposes than the amount that is available.

Because the federal funds released to the states are so inadequate, he pointed out, some states have had to supplement the amount either by appropriations from state funds or by imposing state payroll taxes on top of the federal unemployment insurance tax.

System unacceptable

"States know they are letting the federal government off the hook by providing state funds to keep programs operating at a level that meets minimum state needs," Praeger testified. But the alternative, he said, is "an employment security system that is simply not acceptable to employers and workers."

The Chamber of Commerce spokesman, Donald Whiteley, said that the funding level sought by the Administration is "not enough to finance the system at an acceptable level" and additional state taxes merely require employers to pay twice for the same program.

Ellenberger noted the AFL-CIO's double interest in restoring funding, since many of the state employment service employees whose jobs have been abolished are represented by affiliated unions.

He expressed concern that the shortchanging of federal funding is furthering the Reagan Administration's repeated efforts to "defederalize" the employment and unemployment insurance programs.

The effect would be to further widen the disparity in benefit levels among the various states, Ellenberger warned.

He urged Congress "to use funds that are already available to improve and expand services vitally needed by the unemployed."

'New collar' Harvard workers send a Union Yes message

Continued from Page 1

appeal the election. It had five days to do so.

"It's a sweet victory," said lead organizer Kris Rondeau. "We created a community where there was none before and everything we put into it would have been worth it even if we had lost, but winning makes it even sweeter."

It was the third election at Harvard since university workers began an organizing effort with the formation of a women's committee in the mid-1970s.

In the first election, in 1977 following a 30-month delay, the union received 46 percent support for a unit of 800 medical and dental school workers. The second election, following affiliation with the Auto Workers in 1979, occurred in 1981 and resulted in a 47 percent affirmative vote.

In 1983, the NLRB determined the appropriate unit was 3,700 workers at 400 locations in the Boston-Cambridge area.

HUCTW affiliated with AFSCME in January 1987 and received the support of others unions representing Harvard workers last May—Electrical Workers, Operating Engineers, Police Association, Carpenters, Hotel Employees & Restaurant Employees, Plumbers & Pipefitters and Graphic Communications unions.

The UAW, which is organizing workers at several other New England universities, agreed to step aside to permit AFSCME to seek to organize the Harvard workers.

A vast majority of the members of the unit—83 percent—are women, and currently receive salaries ranging from $12,000 to $30,000 annually.

Union organizers used a strategy to garner a quick election this time, blocking time-delaying legal maneuvers that had been used in the past by the university.

Prominent community leaders met with Harvard President Derek Bok to push for the election, and two candlelight vigils were conducted at Bok's home. On Apr. 6, Harvard agreed to the election.

California gas workers ratify 3-year contract

Members of the Utility Workers and the Chemical Workers ratified a three-year joint contract for 6,500 workers at Southern California Gas Co. that includes wage increases in each contract year and the addition of Martin Luther King Jr.'s Birthday as a holiday.

The professional, clerical and production workers are represented jointly by four Utility Workers locals and five Chemical

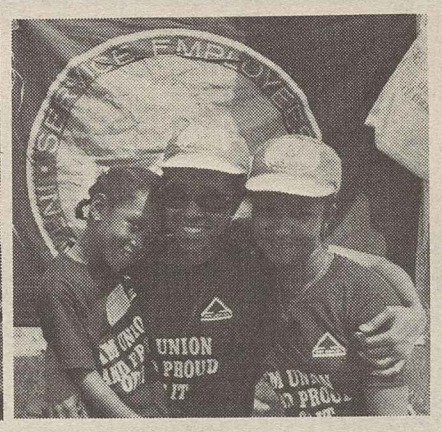
head of the unions' joint steering committee.

Wage increases include 2.5 percent in the first year, 3 percent in the second year, and an uncapped increase in the third year equal to the rise in the consumer price index for the Los Angeles-Long Beach-Anaheim area.

The contract includes drug testing language that requires rehabilitation for employees found using drugs, with retesting at

AFL-CIO President Lane Kirkland addresses Family Day crowd.

Lane Kirkland.



Proud SEIU family.

Ladies' Garment Workers sing about union label.

Foot-stomping music was a crowd favorite.

Family Day celebration

Need for health and child programs underscored

By Candice Johnson

Babies and banners were the order of the day as thousands of union families gathered on the Mall in Washington for the American Family Day Celebration.

They came to show support for national programs to help working families meet their responsibilities, to press for better health protection for all Americans and to enjoy a day of music, speeches, entertainment and union solidarity.

The American Family Day Celebration was sponsored by the Coalition of Labor Union Women, with support from 150 civil rights, religious, senior citizen and women's organizations.

AFL-CIO President Lane Kirkland told the gathering it's time "to give families and children an even break."

America's families need "a minimum wage sufficient to keep body and soul together" and a comprehensive federal policy to help meet their day care needs, he said. "Conditions of family life have changed forever," Kirkland stressed. "We must meet the needs of the American family that we have, not what we used to have or even what we would like to have."

From the stage set up in the shadow of the Washington Monument, CLUW President Joyce Miller introduced Federation Sec.-Treas. Thomas R. Donahue and a contingent of national union leaders who took part in the event.

Labor's agenda in the forefront

Miller called the celebration an opportunity for labor and its allies to press the case for health and child care and other family concerns.

Throughout the day, CLUW organizers circulated petitions to be presented to House Speaker Jim Wright calling for Congress to support family and medical leave and quality child care for working parents.

Between speakers, music filled the air. Melodies ranged from a salsa beat to gospel singing, while the Ladies' Garment Workers chorus sang in English, Spanish and Chinese.

Rep. Claude Pepper (D-Fla.) outlined his proposal for a federal commission—similar to the one that recommended changes in the social security system—that would review plans to provide long-term, comprehensive health care for all chronically ill persons.

America must provide its citizens with protection from disease and health hazards, Pepper said.

Executive Director Benjamin Hooks of the NAACP scored the Reagan Administration for its belief "that it's alright to abolish the jobs of American workers without a moment's notice." He promised that "in November, we shall make a change" that will result in an America that "cares about the poor, the left out and the powerless."

Union families came by plane, car caravan and bus, with nearly 400 buses that were chartered for the event parked at the Pentagon. Charter Services of New York reported that all available buses in the New York metropolitan area were on the road to Washington for the rally.

Some families traveled far

There were Teachers from New York, Letter Carriers from Boston, Clothing & Textile Workers from Baltimore, Steelworkers from Pittsburgh and a contingent from the CLUW chapter in Kansas City. Caribbean and Brazilian trade unionists, in the United States for study at the George Meany Center, also joined in the celebration, including a delegation from the Bahamas Union of Teachers.

New York nurses—members of the joint Service Employees/AFT Public Employee Federation—mixed with Auto Workers from Michigan and Ladies' Garment Workers from Pennsylvania, all listening to speakers and exchanging stories.

A 14-hour bus trip brought Denise Dilley, Ed Howe and other members of UAW Local 37 from Greenville, Mich., to express their concern over the number of local union members losing their jobs due to plant closings in the appliance industry. Jackie Storie, a member of Communications Workers Local 3122 in Miami, traveled with friends to Washington to join the festivities.

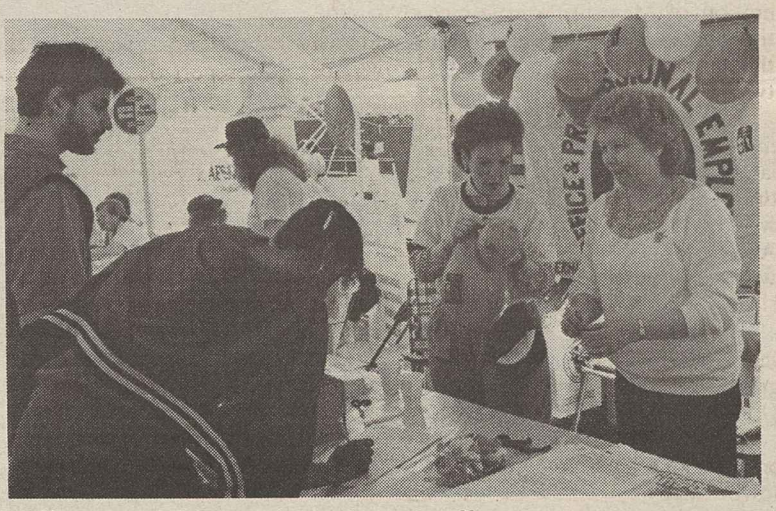
Jessie Dunbar, a member of UAW Local 211, said two busloads came from Defiance, Ohio. Union members should be here to talk about family issues and to plan to do more in our local unions, he said.

Dorothy Seely, Wisconsin director of the National Council of Senior Citizens spoke of the drive to win quality national health coverage for all citizens.

Adults as well as children were captivated by a dancing Chinese dragon and magic displays. Children gathered around story-telling sessions, puppet shows and songfests.

Other speakers included Arie Brouwer, president of the National Council of Churches, Reps. Tony Coehlo and Charles Rangel, Farm Workers Vice President Delores Huerta, President Molly Yard of the National Organization for Women and President Irene Natividad of the National Women's Political Caucus.

Sharing the presiding duties with Miller were Vice Chair Lynn Cutler of the Democratic National Committee and local TV personality Carol Randolph.



Office & Professional Employees offer services.

IBT member.

CLUW's Miller.

Message for all.

Newspaper Guild's 'Care Bear.'

This photo was carried on AP wire service.

URW voting on contract for 15,000 at Goodyear

Akron, Ohio—More than 4,700 Rubber Workers at Firestone Tire & Rubber Co. remained on strike after failing to reach agreement on a new contract, while a second tentative pact was reached for 15,000 URW members at Goodyear.

The Firestone workers set up picket lines May 15 after the company refused to agree to terms in the initial Goodyear "pattern" settlement.

That settlement was subsequently rejected in a ratification vote, and a second, improved agreement was reached and has been submitted to the membership. A strike date of May 24 has been set at Goodyear in the event of a second rejection.

In a development involving the other Big Three tire firm, an agreement on non-economic terms covering 6,500 workers at Uniroyal-Goodrich was ratified. Economic terms for Uniroyal-Goodrich were accepted in mid-February.

URW President Milan Stone said the main roadblocks in the Firestone talks are the firm's refusal to provide cost of living adjustment, health benefits and pension improvements contained in the pattern agreement.

The Firestone walkout affects workers at its Akron tire headquarters and plants in Des Moines, Iowa; Decatur, Ill.; Oklahoma City, Okla.; Noblesville, Ind., and Russellville, Ark.

The new three-year agreement for the workers at 11 Goodyear plants in nine states includes two significant items not in the initial agreement—an immediate 25 cents an hour advance on future COLA payments and tougher criteria for approving mid-contract concessions at a single local.

"It's a good agreement," said Stone, noting that Goodyear was hurt financially in fending off a takeover attempt in 1986 by financier Sir James Goldsmith.

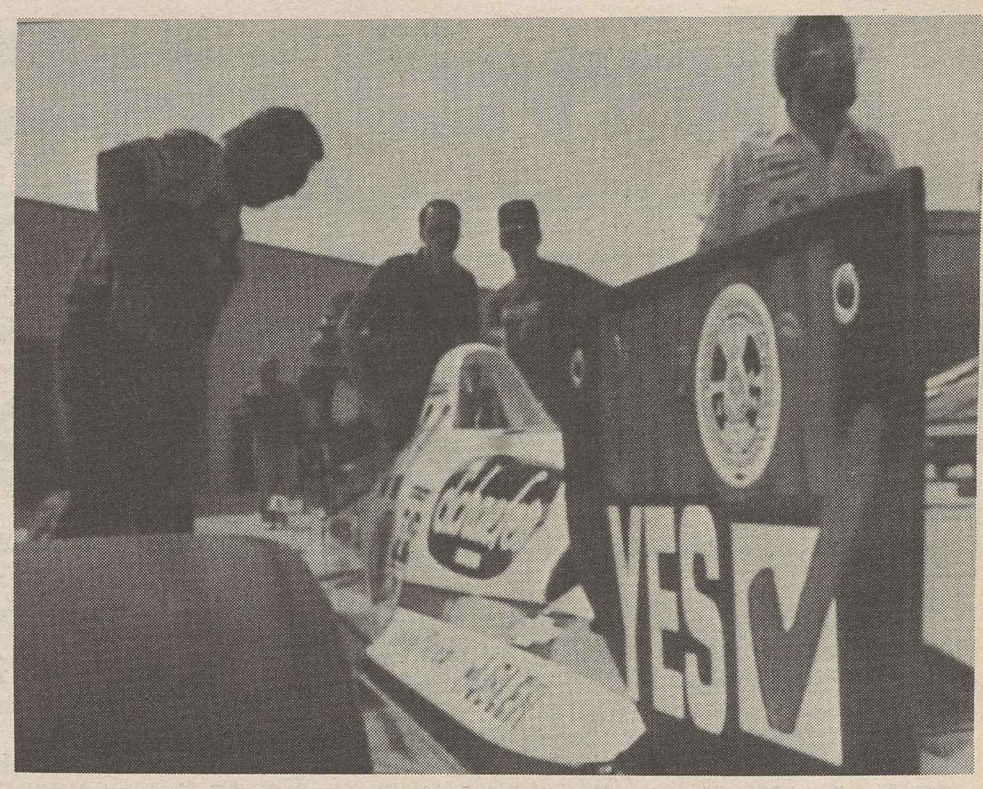
Impact of takeover try

"We always would like to have more on a contract settlement, obviously, but I think we have to recognize the problems that Goldsmith has put upon this company and ultimately puts upon the workers in a company that's had to undergo such a corporate takeover attempt," Stone said.

The COLA advance, retroactive to Apr. 1, will be recovered by reductions in three scheduled COLA adjustments, the union said.

Goodyear negotiators also agreed to back off their earlier stand and reinstated contract language requiring approval by a locals representing a majority of the Goodyear membership before any proposed economic adjustment can be made at an individual plant. That issue was a major factor in the initial rank-and-file rejection.

Another new provision in the second agreement calls for a wage reopener in the third year, although details of a triggering mechanism still must be settled.



Union Yes logo rides high on IAM's entry in the Indianapolis 500 race.

Machinists rev up for Indy with Union Yes racing cars

Indianapolis—The Machinists have placed three cars in the tentative lineup for the May 29 Indianapolis 500, the second time in three years they have done so.

The IAM recently added the "Union Yes" logo to the noses and rear wings of its cars, in time to showcase the new union program and the skills of its members.

The Machinists, now in their second decade of Indy car racing, say the payoff is how they show—as when during the 1987 season the union tallied nearly four hours of exposure on network television.

IAM President William W. Winpisinger estimates that to purchase that amount of time would have cost $4.69 million, at least three times the amount the union spent to field the race team.

Veteran driver Kevin Cogan, 32, of Palos Verdes, Calif., hit 209.552 miles per hour in qualifying, while driving the 161-cubic-inch turbocharged March-Cosworth racer No. 11. That was fast enough to settle into the 13th starting position, based on the first weekend of time trials.

Cogan finished third in the Long Beach Grand Prix last month. He began his career racing go-carts and worked his way up, racing at Indy for the first time in 1981 when he finished 4th. Since then, he finished 5th in 1983 and 2nd in 1986.

Rookie Scott Atchinson qualified in the 19th position with a speed of 205.142 mph in car No. 55. Atchinson, 25, of Bakersfield, Calif., moved from racing motorcycles to Formula Ford in 1983 and in 1987 was the Super Vee champion.

Rich Vogler, 37, of Indianapolis, has 106 career victories—all in either dirt cars, sprinters or midgets. In the three times he qualified at Indy, he finished 23rd, 25th and 20th. He qualified this year at 206.463 mph for the 18th position in racer No. 29.

Andy Kenopensky has been manager of the IAM Racing team since 1980 and on the Championship Auto Racing Teams board of directors since November 1986. Kenopensky, 53, has served as the union's national automotive coordinator since 1974, representing the 125,000 members in the automotive and trucking industries.

Latin labor council applauds attack on maquiladora evils

New York—The Labor Council for Latin American Advancement applauded the AFL-CIO's plan to work with the Confederation of Mexican Workers and "counter the exploitation of workers on both sides of the border" brought on by the growth of twin-plant, maquiladora industries.

The 45-member LCLAA board—with members representing 29 AFL-CIO affiliates with large Hispanic memberships—said the federation's effort will aid Mexican workers "who are the victims of voracious American and other foreign firms" whose workplace policies border on "modern-day slavery".

The board's statement also underscored the disastrous effect the maquiladora program has had on hundreds of thousands of U.S. workers of Hispanic descent.

"Millions of American workers fortunate enough to have a job have been forced to lower their standards of pay and social benefits in order to compete with sweatshop wages and working conditions prevalent in the maquiladora belt," the statement said.

LCLAA President Jack Otero outlined the report of the federation's committee on the maquiladora issue and reviewed the AFL-CIO's plans to meet with CTM officers to find common ground and resolution to the problems created by the twin-plant system.

Otero, who is a vice president of the Transportation Communications Union, is a member of the joint AFL-CIO/CTM committee formed last month.

The LCLAA board reviewed its voter registration and get-out-the-vote campaigns for 1988 and a preliminary report from its "committee on the future of LCLAA." Board members also discussed the federation's immigrant assistance project underway in Los Angeles.

Conferees back stiff polygraph curbs

Continued from Page 1

As cleared by a unanimous vote of the House-Senate conferees, the legislation includes these principal provisions:

- Persons applying for a job could not be asked to take a lie detector test unless they were seeking employment with a private security firm, such as a plant guard, or applying for a job bringing them in contact with controlled substance drugs.
- An employer could ask an employee to take a polygraph test only if it was in connection with an ongoing investigation of a theft and the employee had access to the stolen property. Even then, the employer must have grounds for "a reasonable suspicion" that the worker was involved and state the basis for his suspicion in writing.
- Employees given a polygraph test would have to be provided with the questions to be asked in advance, must be allowed to halt the test at any time, must be informed in writing of their rights and remedies. No one could be asked questions dealing with political beliefs, sexual behavior or attitude toward unions.
- Results of a polygraph test could not be used as the sole basis for disciplinary action against an employee.

The restrictions do not cover federal, state and local government employment, but Kennedy estimated that it would prohibit more than 80 percent of testing now done by private employers.

Polygraphs measure stress, not truth, and the various reactions people have when strapped to a battery of intimidating measuring devices have been a factor in high inaccuracy rates for "lie detectors."

The conference agreement was approved by all of the conferees, indicating broad support when it comes to the floor of the House and Senate, probably in late May.

Women's leadership schools set

Regional summer school programs established to help union women sharpen their skills and knowledge of the labor movement will be held this year in Connecticut, Illinois, Maryland and Oregon.

The leadership training program is sponsored by the University & College Labor Education Association and the AFL-CIO Dept. of Education. The weeklong study course is open to union women serving as shop stewards, committee members, or in other local posts. The 1988 schedule:

Eastern & Mid-Atlantic School, to be held at the University at Connecticut at Storrs, July 31-Aug. 5. The coordinator is Maria Luz D. Samper, 203/486-3417.

Midwest School, to be held at the University of Illinois at Champaign, July 31-Aug. 5. The coordinator is Helen Elkiss, 312/996-2623.

Western School, to be held at the University of Oregon at Eugene, July 24-29. The coordinator is Steve Hecker, 503/686-5054.

Southern School, to be held at the George Meany Center for Labor Studies in Silver Spring, Md., Aug. 7-12. The coordinator is Marilyn Sneiderman, 301/431-6400.

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MEMO FROM COPE

Political 'Dungeons and Dragons'

The '270 Scenario Game'

Commentators and reporters are playing it. Hundreds of political professionals and activists are playing it. Prospective candidates, their advisers and party leaders are playing it. What is it?

It's the "270 Scenario Game," the political equivalent of "Dungeons and Dragons."

Playing the "270 Scenario Game" can be complicated, but its objective can be stated simply:

To conjure up for a party's presidential candidate a combination—a "scenario"—of winnable states whose electoral votes total 270 or more and, thus, victory.

The remainder of this particular bit of game-playing focuses on a Democratic "scenario" for 270. No favoritism is intended. It's more fun stitching one together for the Democrats because the party seems to need one more. After all, it has lost presidential elections four of the last five outings and went blotto in two of them. And be assured, plenty of interested parties are putting together GOP "scenarios" for success.

Before getting into the game itself, a bit of history which might influence the play. Except in the years Jimmy Carter ran for President—1976 and 1980—southern states have voted almost monolithically Republican in presidential elections since 1968. In fact, in the three elections of 1968, 1972 and 1984—only one southern state was recorded in the Democratic column, and that just once—Texas in 1968.

Meanwhile, the 24 states west of the Mississippi River haven't treated Democrats much better. Take the past four presidential elections—1972, 1976, 1980, 1984. Multiply four (elections) by 24 (western states) and you get 96 separate results. Democrats lost 88 of them,

A couple other bits of background for this year's "270 Scenario Game:" In the last five presidential elections, 22 states with 220 electoral votes have gone GOP every time. (In the same five elections, only 10 states and the District of Columbia have voted Democratic even a *majority* of times.)

If form were to hold this year, that means the GOP candidate would be about 80 percent of the way home already.

A premise of this year's game is that recent form won't hold all that well for the GOP. A close election is expected. Many states—despite their recent presidential voting history—are considered toss-ups.

Okay, so much for prelude. On with the "270 Scenario Game," in search of a combination that might add up to a Democratic victory. (This is just *one* Democratic version. Other players have other versions. Keep in mind: One player's "scenario" might be another player's belly-laugh.)

- 1. Start with *core Democratic* states, those that, come hell or high water (or come Nixon vs. McGovern or Reagan vs. Mondale) can be expected to land in the Democratic column (electoral votes by state in parentheses). They are:

Maryland (10), Massachusetts (13), Rhode Island (4), West Virginia (6), Minnesota (10), Hawaii (4), District of Columbia (3).

Running total: 50.

To go: 220.

- 2. Two states almost qualify for the category above, but here are called "probable Democratic:" Pennsylvania (25) and New York (36), between them 61 electoral votes.

Running total: 111.

To go: 159.

- 3. Eleven states comprise a category you can call *"With a Push."* That is, with a big push, a little luck and maybe mini-trend, a fair share can be picked up by the Demrocratic candidate.

These states are: Arkansas (6), Delaware (3), Illinois (24), Kentucky (9), Michigan (20), Connecticut (8), Georgia (12). Maine (4), New Jersey (16), Ohio (23), Tennessee (11). In all, 136 votes.

Running total: 257.

To go: 13.

- 4. Finally, consider five states as *potential* Democratic win situations "given a super effort by the party and the candidate and (in the event of an endorsement) by the labor movement.

These states can be called *"The Little Train That Can"* states. They are:

Missouri (11), Texas (29), and the jewel of them all, California (47).

There are 85 electoral votes in this cluster. Adding them to the running total of 257, you come up with 342 in the whole "scenario," 72 over the requisite 270.

This leaves a comfortable margin for error, and some error is assumed.

Somewhere in those four groupings of states and their electoral vote totals, though, is a winnable 270.

Some of the states might be upgraded or downgraded as the election draws closer. Other states not even mentioned here might be moved reasonably into one of these categories.

That's the beauty of the "270 Scenario Game." You keep playing and revising right up to election day, and by then it all becomes moot because that's when millions of voters give you *their* version of the game, the only version that counts.

Democratic elected officials are already into the "scenario game," too.

They see electoral votes blooming for Democrats in what has been nothing but wasteland in recent presidential elections—the west.

Thirty-eight Democratic U.S. Senators and Representatives from nine western states wrote the two remaining candidates for the party's presidential nomination—Gov. Mike Dukakis and Rev. Jesse Jackson—that the west could be "the key to winning the White House this year."

To pluck a share of the west's electoral votes, they urge a westerner as the party's vice presidential nominee and a stress on environmental issues critical to the people and states of the west.

Odds 'n Ends

IF YOU MISSED IT, about the same time celebrity Clint Eastwood was stepping down after a term as mayor of Carmel, Calif., celebrity Sonny Bono—ex-husband of Academy Award-winning actress Cher—won election as mayor of Palm Springs, Calif.

SPEAKING OF CALIFORNIA, a GOP challenge to that state's congressional redistricting plan, dating from 1983 and drawn up by Democrats, finally was ruled on by a Federal court. The GOP suit to revise the plan was disallowed. Actually, the hassle dates to 1981, when a post-Census Democratic redistricting was implemented, then overturned by referendum, leading to present plan upheld by the Federal court.

THREE CITIZENS VOTED in recent Sand Lake, Mich., election for town trustee. They split their votes evenly among the three candidates, so the race was tied 1-1-1. A drawing was held, a winner determined. It worked out perfectly. The other two said they'd had second thoughts and would have refused the job, anyway.

COOL TO BUSH nomination for President (he's got all the delegates he needs) are many GOP right-wing officials and activists. They view him as "eastern establishment" Republican with Wall Street and country club mentality. As one says "we've been fighting the George Bushes all our lives." "New right" founding father Richard Viguerie states, "I'm not stocking up on razor blades to cut my wrists if Bush loses." Another conservative expresses "a strong feeling that it might not be so bad an idea to lose the election," and yet another warns, "We (conservatives) may not have anyplace else to go, but we might stay home" and not work or vote for the candidate. To counter this sentiment, Bush campaign manager Lee Atwater—himself out of the "new right"—says unequivocally, "George Bush is a conservative."

1 Vote, Tie Vote, 2 Votes . . . and, Finally, a Mayor

Jeanne Blausey thought she was elected mayor of Oak Harbor, Ohio, on election night recently, when election officials declared her the winner by one vote, 332-331.

She, and they, were premature.

A few days later, an absentee ballot arrived postmarked before the election and in time to be official. It had to be counted. It was for her opponent and threw the election into a 332-332 tie.

Officials met the next week and decided a coin would be flipped to determine the winner. Ms. Blausey called "heads." It came up "heads."

Once more, she was declared the winner and thought she was mayor.

Oops! Wrong again.

Ohio state law requires a recount when a winner's margin is less than 0.5 percent. For the third time, Ms. Blausey had to hang tough. But the recount clinched it.

She picked up one vote, her opponent none.

Result: 333-332. Finally, a mayor!

See what we mean? Item at right appeared in *Washington Post* April 21, full 6½ months before election day. Article was deep into "scenario game," quoting pollsters, consultants, party people. As sub-heading shows, writers even carried "scenario" to breathless finish in California—one of last states to report election night—where, they predicted, whole thing could be settled.

Experts Predict Close Election

California May Decide Bush-Dukakis Race

By David S. Broder
and David Hoffman
Washington Post Staff Writers

Professionals in both parties, anticipating a matchup between Vice President Bush and Massachusetts Gov. Michael S. Dukakis, expect a close general election battle that could swing on such factors as their choice of running mates, their skill in debate and, not least, the readiness of President Reagan's home state of California to vote for change.

Interviews this week with more than 30 managers and consultants, near-unanimous agreement that the contest could be as tight as the 1960 election that came at the end of the last full two-term Republican presidency.

"This is going to be a very close election," said Edward J. Rollins, manager of Reagan's 1984 landslide victory. "The messenger will be the message. It will come down to gut voter feelings a few days before the election of whether we stick with good old George or make a change to a guy who seems competent and may do a little good."

Bush has [illegible]

AFL-CIO news

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MAY 28, 1988

AFL-CIO LEGISLATIVE ALERT!

PAGE 8

House overturns trade bill veto

'Worst employers' want Senate to scrub plant closing notice

By David L. Perlman

The House easily overrode President Reagan's veto of the trade bill as more than one third of Republicans broke with their party's leadership on a plant closing issue they fear will tilt November's elections.

All but one Democrat and 60 of 172 House Republicans voted to overturn the veto. The 308-113 vote was far more than the two thirds needed, and set the stage for a Senate showdown. **(Rollcall on Page 8.)**

The Administration is counting on the Senate to sustain the veto; its 63-36 majority on passage of the trade bill last month was three votes short of the two-thirds mark. But the Senate won't vote until after Memorial Day and polls showed public opinion running heavily against Reagan's position.

AFL-CIO President Lane Kirkland said Reagan allied himself with America's "worst employers" when he vetoed the trade bill because it contains a plant closing notice requirement that "would help displaced workers and their communities and would harm no one."

Another bill unlikely

Reagan asked Congress to sustain his veto and then send him a trade bill he could sign, stripped of any mandatory plant closing notification requirement. But congressional leaders questioned that this could be done because of a heavy agenda.

"It would be extremely difficult," Senate Majority Leader Robert Byrd said.

Nearly every committee of the House and Senate had been involved in the three-year effort to shape a consensus trade bill that would be signed into law and the House-Senate conference was a many-months affair. The bill's principal architects agreed to most of the changes the White House demanded in a futile effort to avoid a veto.

At a news conference during the recent Executive Council meeting, Kirkland noted that the plant closing notice requirement that so upset Reagan was itself a compromise from the original labor-backed bill.

"We've compromised already," he said. If Reagan's veto is sustained, the AFL-CIO "will not support" a substitute trade bill that lacks the plant closing provision. But he stressed that labor would rather have effective legislation than an election issue.

Reagan sought to take the sting out of his adamant opposition to a requirement that employers give 60 days notice of plant closings and major layoffs by expressing support for "voluntarily giving workers and communities as much advance warning as possible when a layoff or closing becomes necessary."

That's the position that has been advocated by Vice President Bush and Reagan said in his veto message that it would be "the humane thing" for employers to do.

Notice 'optional'

Rep. William D. Ford (D-Mich.) reminded his colleagues during the House debate that "voluntary notice is the system we have now, where most workers get less than one week's notice that their plant is going to close."

He asked: "Would the President support voluntary toxic dumping laws? Voluntary workplace safety and health laws? Voluntary draft registration?"

House Ways & Means Committee Chair-

Continued on Page 6

Florida votes to withdraw 'con-con' call

Tallahassee, Fla.—Florida withdrew its petition for a constitutional convention to initiate a balanced budget amendment, the second state to do so in May.

The withdrawal resolution was strongly supported by Florida's unions and passed both houses of the legislature by voice vote. Its virtually unanimous approval reflected a growing national awareness of the potential for mischief of a constitutional convention with untested powers and an unclear mandate.

As in Alabama, which earlier this month became the first state to rescind a constitutional convention call, opposition to "con-con" spanned a broad political spectrum. Supporters and opponents of a balanced budget amendment agreed that a constitutional convention isn't the way to deal with the issue.

The AFL-CIO has fought the proposed amendment on its merits—as an unworkable product of ideological rigidity—as well as opposing the maneuver to bypass Congress. AFSCME President Gerald W. McEntee heads an Executive Council committee that has been a major factor in halting what once seemed an unstoppable political steamroller.

Most of the 32 states that petitioned for a convention did so in 1975 and 1976, before the con-con movement was taken seriously. It has been five years since a state last adopted a con-con call.

But since there is no time limit on the

Continued on Page 3

'Lorenzo no' rally

Eastern Airlines union workers rally outside National Mediation Board headquarters in Washington, countering a demonstration by nonunion Continental Airlines employees that tried to beef up owner Frank Lorenzo's image. The Pilots, Machinists and Transport Workers have petitioned the board to recognize Eastern and Continental—both owned by Lorenzo's Texas Air Corp.—as a single carrier. (Story on Page 2.)

Conferees back Medicare expansion

A House-Senate conference cleared the way for passage of a labor-supported bill expanding Medicare benefits to protect the nation's elderly from catastrophic health care costs.

The added coverage carries a price tag that will be shared by the nation's 33 million Medicare beneficiaries through monthly premiuums and an income tax surcharge keyed to ability to pay.

Medicare now provides up to 60 days of hospital care for an illness; the new legislation provides unlimited care, starting next January. Most other benefits begin in 1990.

Part B of Medicare, which is paid for by a monthly premium deducted from social security benefits, now pays 80 percent of approved doctor bills and covers some other health costs.

Coverage expanded

The new legislation, which has bipartisan support and is headed for final approval in early June, substantially expands out-of-hospital coverage.

It sets a ceiling of $1,400 a year for out-of-pocket expenses for Medicare-approved doctor charges. While it does not cover custodial-type nursing home care, it allows 150 days of skilled nursing home care, up from 100, and drops a requirement for a prior three-day hospital stay.

It also allows 38 days of continuous home health care, eliminates the 210-day limit on hospice care, allows up to 80 hours a year for an outside health aide to provide a "respite" for people caring for a Medicare beneficiary at home, and pays the cost of routine mammograms to detect breast cancer.

For the first time, part of the cost of

Continued on Page 2

Study finds union retirees fare better

Higher pensions, health care add zest to post-work years

The advantages of a union card carry over into retirement, a nationwide survey found.

Retirees who worked under union contracts are better off financially, generally healthier and more politically active than their age group as a whole.

In terms of loyalty and identification, most retirees are sticking with their unions and consider labor publications an important source of information.

These are some of the findings of a detailed survey conducted by the National Institute of Work & Learning among a sampling of retirees from 14 AFL-CIO affiliates. The 6,543 retirees who completed the 16-page questionnaire represented an exceptionally high 62.3 percent response rate.

Concerned citizens

AFL-CIO Vice President William W. Winpisinger, chairman of the Executive Council's Committee on Union Retirees, said the survey showed that retired union members "continue to be concerned citizens who want to remain actively involved" in struggles for fair play and justice.

"Leaving their jobs doesn't mean leaving behind their unions or the society they live in," he said.

Winpisinger, who is president of the Machinists, said the survey's findings will help shape the recommendations that his committee will submit to the Executive Council at its August meeting. "The AFL-CIO and its affiliates are committed to keeping these senior citizens in the mainstream of America—economically, socially and politically," he stressed.

The study was funded by the AFL-CIO, the 14 international unions whose retired members were surveyed, and grants from a

Continued on Page 3

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5/28/88

Profiteering bosses shortchange part-time workers

Increased use of part-time and temporary workers is creating a two-class job system that builds profits for employers but shortchanges workers, Service Employees President John J. Sweeney told a House subcommittee.

A House Government Operations subcommittee headed by Rep. Tom Lantos (D-Calif.) is exploring the ramifications of the rapid growth in the nation's "contingent workforce." The replacement of full-time permanent workers with part-timers and temporaries has been a phenomenon of the 1980s, Sweeney noted in his testimony.

Short-time workers are usually paid less than permanent, full-time workers and are only rarely covered by health insurance or pension benefits, Sweeney said.

The problem has become acute in service industries where most SEIU members are employed, Sweeney testified. He cited examples:

- "In the building service industry,we've seen our jobs converted from full time to part time. And we've seen our workers forced to cut corners by cleaning office space in four hours a night that used to be cleaned in eight."
- "In the building service industry, we're side-by-side with workers that the employer calls temporary, who may have worked 20 years in the same job."
- "In health care, we've seen employers look to contract agency nurses to address the critical nursing shortages. We've also seen quality of care deteriorate."
- "In clerical occupations, we've encountered increased interest in clerical homework. We've seen homeworkers classified as independent contractors and, as a result, not covered by minimum wage, health and safety and other labor protections."

While some people work part time by preference, Sweeney noted that lack of full-time jobs forces many workers to become part-timers by necessity. He stressed that part-time work is especially prevalent in low-wage jobs.

The desire of both management and labor for flexibility can be achieved without dragging down labor standards and creating inequities, Sweeney stressed. A key element, he said, is full parity for part-time workers, including comparable wages and benefits.

A variety of approaches can be taken on the benefit side, Sweeney noted. He pointed out that some SEIU locals in Canada have negotiated extra pay for part-time workers to compensate them for the loss of various benefits that full-time workers receive.

Still another option, Sweeney said, are leave policies "that allow for dependent care" without forcing a worker to give up a job.

Protesting OSHA's exclusion of workers from settlement conferences are Carpenters President Sigurd Lucassen and Kathy Krieger, associate counsel.

OSHA settlement policy hit for shutting out labor reps

The Carpenters and Paperworkers charged in congressional testimony that the Occupational Safety & Health Administration systematically excludes workers and their union representatives from settlement conferences with employers cited for job safety violations.

Carpenters President Sigurd Lucassen, testifying before a House Education & Labor subcommittee, focused on the plight of unorganized workers, who are more vulnerable than workers in unionized shops where stewards and safety committees monitor working conditions.

He cited as an example the 5,000 workers at the General Dynamics Electric Boat Division repair shipyard in Quonset Point, R.I., where the illness and injury rate is triple the industry average and seven times higher than the national average for all worksites. The United Shipbuilding Crafts Organizing Committee, composed of the Carpenters, Boilermakers, and Plumbers & Pipefitters, has aided the workers in identifying job hazards.

Willful violations

OSHA had fined the shipyard $615,000 for willful recordkeeping violations, and five other complaints by workers bought more citations. Since the unions were not certified as the bargaining agent for these workers, OSHA refused to include them in settlement discussions with the employer.

After the workers elected a safety committee, four representatives were chosen as spokesmen. OSHA still refused to allow the worker representatives to participate in walkaround inspections or in the opening, closing and settlement conferences. "The committee should rightly deplore this denial of worker participation at all stages of the OSHA process," Lucassen pointed out.

He cited a Labor Dept. letter that claimed "unreviewable discretion" in setting the terms of settlements, branding it "pure arrogance" and an "insult" to workers. The real "victims of a company's OSHA violations can't be brushed off as an unnecessary 'complication,' in order to make the going smoother for the wrongdoer," he said.

Lucassen proposed that OSHA adopt an "abate now, contest later" rule to assure that workers are not endangered while employers contest citations. He likened the OSHA policy to a policemen citing a driver for driving drunk, but allowing him to get back in his car and drive away.

Carpenters Rep. Stephen C. Perry, who was expelled from Occupational Safety & Health Review Commission proceedings on the General Dynamics fines, said such actions give the impression of "backroom, ex parte deals between the federal government and a transgressing employer about which the employee should neither know or be permitted to complain in advance of the final settlement."

Paperworkers Safety Director Steve Trawick testified that the UPIU was shut out of settlement conferences at Scott Paper Co.'s plant in Winslow, Me., where the firm was cited for more than 100 record-keeping violations. At the meeting with Scott, OSHA also "settled" scores of violations that OSHA had not yet issued.

Trawick called for OSHA to make no settlement of citations until they have been publicly issued, that workers be full participants in and receive ample notification of settlement meetings, and the agency clarify its policy for dealing with employers at the corporate level.

Eastern Air unions upstage Lorenzo cheerleader squad

By Candice Johnson

Eastern Airlines union workers and supporters went head to head with nonunion employees of Continental Airlines who traveled to Washington to protest hearings held by the National Mediation Board.

Both airlines are owned by Frank Lorenzo's Texas Air Corp., and have been the subject of close government scrutiny, along with other Lorenzo operations. The NMB, which governs labor relations in the transportation industry, agreed to rule on a petition by Eastern unions—the Pilots, Machinists and Transport Workers—that Continental and Eastern are the same carrier.

A Lorenzo cheerleading group—"Continental by Choice"—came to Washington in four chartered planes to "try and counter the wave of anti-Lorenzo publicity," the IAM said. About 200 Lorenzo supporters staged a brief rally, then began a march to the NMB headquarters.

But they got some unexpected company, as more than 200 Eastern workers—and members of other unions including the Flight Attendants—joined the march, chanting "hey hey, ho ho, Frank Lorenzo's got to go" and explaining their concerns.

Company reprisals

The Eastern workers covered their faces to hide their identities, because of threat's of reprisals from the carrier's senior vice president for human resources, Tom Matthews. Matthews warned the union supporters that "conduct on or off the job which is in conflict with the company's interest" can result in firings.

Outside the NMB's offices, Eastern workers drowned out the pro-Lorenzo crew and called on the board to "save Eastern and stop Lorenzo."

The Mediation Board is hearing testimony from representatives of the airline unions, a separate group of Continental attendants and management, to determine whether Eastern and Continental are to be considered a single carrier. If the board determines that the two are a single carrier, Continental workers could again be represented by unions as they were before Lorenzo used a loophole in the federal bankruptcy law to break the unions' contracts.

The Federal Aviation Administration has been conducting an unprecedented plane-by-plane inspection of all Lorenzo-owned aircraft after ALPA and consumer groups raised charges of inadequate maintenance and unsafe planes. Also under close watch by the Transporation Dept. is Lorenzo's strategy to continue selling off the profitable portions of Eastern and other carriers—at bargain basement prices—and gaining huge profits for Texas Air while insulating that company from Eastern's and Continental's growing debt.

Disguised Machinist protests.

An analysis of Texas Air's "corporate shell game," completed by the financial and management consulting firm of Touche Ross, further outlined the company's "questionable transactions" among its subsidiaries and questioned Lorenzo's often stated goal of returning Eastern to profitability. The report also suggests that without the continuing sale of assets, "Eastern would be a marginally profitable entity without any further wage reductions."

Meanwhile, Lorenzo is demanding steep wage and benefit cuts of as much as 50 percent from Eastern workers who earlier agreed to wage concessions and a two-tier pay scale, and have invested more than $1 billion of forgone wages in the company. Lorenzo also has filed a suit against ALPA and the IAM, charging that they have waged "a massive public relations campaign" against the Texas Air operation.

And Continental—whose workers have the lowest wage rates in the airline industry—continues to post record losses.

Conferees clear Medicare expansion bill

Continued from Page 1

prescription drugs for persons not hospitalized will be covered by Medicare. The provision, intended to help persons with a long-term need for costly prescription medicine, will start off in 1991 by paying 50 percent of outpatient drug expenses that exceed $600. The Medicare payment will rise to 80 percent in 1993.

State Medicaid programs will pay the Medicare premiums and deductibles for persons below the poverty line. Also, the spouse of a person receiving long-term nursing home care under Medicaid will be able to keep more monthly income and personal assets than at present.

All Medicare recipients will pay an additional monthly premium for the new benefits. The added cost would start at $4 a month and rise to $10.20 by 1993.

Sliding scale

For the 40 percent of Medicare beneficiaries with an income high enough to be taxed, there would be an additional cost in the form of an income tax surcharge. Initially, this would add about $22 a year for each $150 in income tax owed, up to a ceiling of $800 of additional cost. The surcharge would reach $42 in 1993, with a ceiling of $1,050.

The conference agreement retained two Senate provisions the AFL-CIO sought. One concerns workers and retirees who presently receive employer-paid health benefits that will be covered by Medicare.

In such cases, the employer will be required to pass on any cost savings to the beneficiaries for at least the duration of a collective bargaining agreement or the first year of the new coverage, whichever is longer. This could be done by providing equivalent alternate benefits not covered by Medicare or a cash reimbursement.

The other involved the added taxes federal and postal workers pay because their civil service pensions are fully taxed. The formula for the tax surcharge was modified.

Soft landing

Losing a job can be hazardous to your health, especially if you're the boss.

That's presumably why the golden parachute given to two fired executives of Worlds of Wonder Inc. went beyond the usual generous severance payment.

Each of the two ousted company officials received a $212,500 compensation check for the "emotional distress" of their dismissal. According to a Wall Street Journal story, the "stress" payment may be tax-exempt because it's considered "a personal-injury settlement rather than income."

Workers who have lost their jobs in plant closings and layoffs agree that a $212,000 check would make them feel a lot better.

SEIU boosts pay for 30,000 in New York

New York—The Service Employees ratified a new three-year contract covering 30,000 janitorial workers in 4,000 apartment buildings that provides wage increases of up to $70 a week and significant improvements in benefits.

Gus Bevona, president of SEIU Local 32B-32J, said the settlement with the Realty Advisory Board, an employer group, is "an excellent package with no givebacks." Working superintendents will get a $24 a week increase in the first year, retroactive to Apr. 21, and $23 a week in each succeeding year. Annual raises for handymen will be $23, $23 and $22 and other service workers will get $21, $21 and $20.

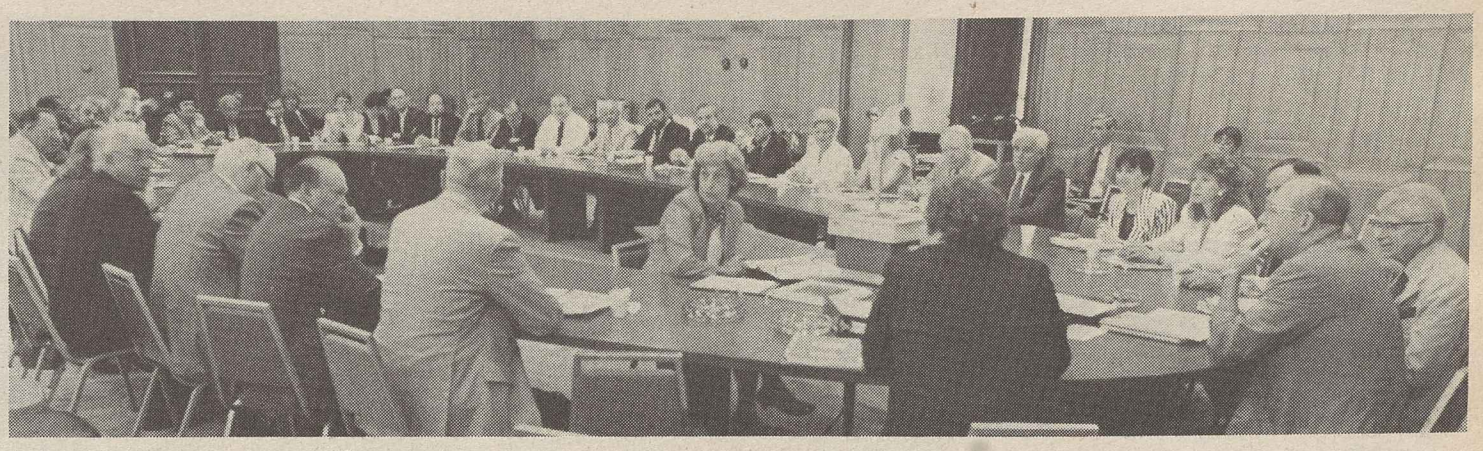
Under the old agreement, weekly pay ranged upwards from $396.

COLA clause

The contract's cost-of-living clause provides a 4-cent an hour increase for each percent the consumer price index rises above 8.5 percent between April 1988 and April 1989. The same formula will apply for the period between April 1990 and April 1991, except that increases begin after the CPI has risen 8 percent.

Major medical lifetime coverage was raised to a maximum of $1.5 million and the reimbursement schedule for doctors' fees was substantially improved. Optical benefits were improved to $125 every other year, and baby care covers doctor visits, tests and inoculations.

A new long-term disability plan provides a $250-a-month benefit, legal benefit coverage will include appeals, and maximum pension benefits will rise from $475 to $525 a month.



AFL-CIO Executive Council committee headed by Machinists President William W. Winpisinger discusses findings of national survey of retired union members. Most enjoyed retirement, thought well of their unions.

Survey finds retirement years best for those who carried a union card

Continued from Page 1

range of groups concerned with retirement issues including the Villers Foundation, Retirement Research Foundation, Labor Dept. and the American Income Life Insurance Co.

The institute also studied retiree programs at 56 local unions of the 14 affiliates participating in the main survey. The locals ranged in size from less than 100 to more than 125,000 members, and almost two-thirds had a retiree club or organization.

The study showed a wide diversity of programs and participation, combining social activities with business meetings and community service projects. "Political and legislative activities are a central focus for the retirees from many of the locals in the study," the survey report noted.

A profile of the retirees who participated in the national survey shows the majority are in the 65-74 year age group, with 21 percent under 65 and 27 percent 75 or older. About three fourths were male, reflecting the composition of the workforce when they were employed. Nearly three fourths were married. The average education—at the 10th grade level—is the same as the national average for persons in their age group. The largest group lived in communities of less than 50,000 population.

Ivan Charner, who directed the study, noted that the median family income of the union retirees—about $15,000 a year—was higher than that of most retirees.

90% with added benefits

More than 90 percent of the union retirees receive or will be eligible for a pension in addition to social security benefits. About 90 percent have some form of additional health insurance as well as Medicare. Those with union-negotiated health benefits that continued into retirement had significantly broader coverage than retirees who purchased their own insurance. Compared with others of their age, the union retirees were relatively healthy.

"Almost 90 percent report they are satisfied with their lives in retirement and that they feel good about themselves," Charner reported. About 40 percent are active in religious organizations, 25 percent in their unions, and others in community senior citizen groups or hobby clubs.

"Their major concerns," Charner noted, "are related to personal health, long-term health care, money and being dependent on others."

A very high 90 percent of the union retirees are registered to vote; almost 60 percent describe themselves as Democrats, 17 percent as Republicans and the rest as independent or without preference.

In terms of party commitment, 39 percent described themselves as "strongly Democrat" and 20 percent as "mildly Democrat." Six percent were "strongly Republican" and 11 percent "mildly" so.

The chief sources of political information listed by retirees were television (97 percent) and newspapers (96 percent). Union newspapers were important sources of information for 86 percent of the group and union mailings for 81 percent.

Politically active

In terms of political activities, 61 percent have signed petitions and 33 percent reported having written letters on political or legislative issues.

Over one fourth have gotten others to sign petitions; 20 percent have attended political meetings, 18 percent have done political telephoning and 15 percent have been involved in voter registration drives.

The retirees responding to the survey averaged 30 years of union membership before retirement, with only 11 percent having been members for less than 15 years. About 20 percent said they had been "very active" in their unions and 53 percent "somewhat active."

The survey, conducted in the spring and summer of 1987, primarily covered retirees randomly selected from the 14 participating unions. They were the Clothing & Textile Workers, AFSCME, Bakery, Confectionery & Tobacco Workers, Communications Workers, Machinists, Electrical Workers, Bricklayers, Electronic Workers, Operating Engineers, Service Employees, Auto Workers, Carpenters, Food & Commercial Workers and Steelworkers.

International Affairs Director Tom Kahn, right, addresses Cleveland regional conference.

Labor's international role defined

Conference focuses on exploitation of low-wage workers

By Rex Hardesty

Cleveland—The plight of workers in low-wage nations has received more attention in the United States in recent years, delegates to an AFL-CIO regional conference on international affairs were told, but little improvement is in sight either for those workers or for the U.S. trade deficits which drew attention to them.

The condition of workers in underdeveloped nations will remain a threat to U.S. workers until wages rise enough to provide alternative outlets to the U.S. market, which declines as low-wage imports wipe out better-paying jobs in manufacturing and dependent industries.

Thus, union efforts overseas benefit U.S. workers, AFL-CIO International Affairs Director Tom Kahn told the 90 delegates to the weekend conference, "because your pocketbook is directly affected today by decisions made in Tokyo, Taiwan and Mexico City."

Although the U.S. trade deficit has heightened interest in federation activities overseas, the methods of helping foreign workers haven't changed much in the more than 40 years since the AFL-CIO began that work or the more than 20 years since it set up institutes which specialize in Asia, Africa and Latin America.

Today, those efforts are sizable—about 100 full-time workers in 40 offices around the world—but still unknown enough to make the regional conferences necessary. The other regional conference this year will be in San Francisco June 30-July 1, Kahn said. The regionals supplement the annual weeklong conference for trade unionists at the George Meany Center.

The regional conference calls for registration and an opening session on Friday evening, with presentations on Saturday.

Ideal location

Acting Cleveland AFL-CIO President Dick Acton welcomed the delegates to the conference, "whose multiple ethnic backgrounds makes it an area more interested in the rest of the globe" than some other U.S. cities and Ohio AFL-CIO President John Hodges spoke of the "increasingly interdependent world which forces our interest in international affairs."

In addition to Kahn, presentations were made by the executive directors of four AFL-CIO international affairs affiliates: Patrick O'Farrell of the African-American Labor Center; Charles Gray, Asian-American Free Labor Institute; Eugenia Kemble, Free Trade Union Institute, and William Doherty, American Institute for Free Labor Development. Video-tapes on institute activities were shown.

O'Farrell and Byron Charlton of AALC noted 30 years of AFL-CIO work in Africa, best known for helping black trade unionists oppose apartheid in South Africa, but also featuring 11 AALC representatives in eight nations who conduct activities in 45 African nations.

Gray recited the poignant story of young Asian women sold into factories by their parents and enduring wretched working conditions and physical discipline from their employers. He cited estimates that in the year 2000 the population of Asia will reach 3.5 billion, or 11 Asians for every North American. The Asian population density is equivalent to squeezing the entire U.S. population into New Mexico.

Doherty told the brutal stories of Central America—of trade unionists struggling to build a labor movement against the Sandinistas of Nicaragua and the death squads of El Salvador.

Kemble noted that under AFL-CIO urging, four nations with repressive regimes have been denied advantageous trade preferences under U.S. trade law, the Generalized System of Preferences (GSP). The denial of GSP, which became possible under 1985 changes in U.S. trade law, can be applied to any nation which violates internationally recognized standards of basic labor rights. The AFL-CIO has branded 11 nations as violators and so far has gotten U.S. government agreement on four—Paraguay, Chile, Nicaragua and Romania.

Florida rescinds 'con-con' petition

Continued from Page 1

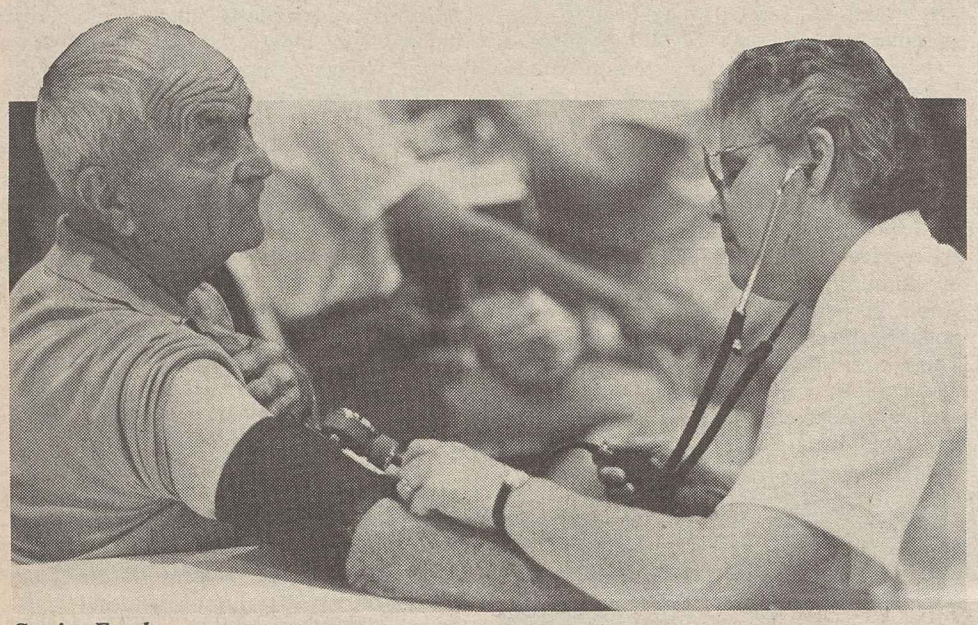
process, at the start of this year only two more states were needed to summon a convention.

Alabama's revocation, followed so quickly by Florida's action, turned the tide, reducing the number of state petitions to 30—four short of the two-thirds mark.

The labor-backed Citizens to Protect the Constitution coalition cautioned that the danger isn't over yet. But Linda Rogers-Kingsbury, who heads the citizens' committee, noted that legislatures in California, Kentucky, Maine, Vermont and Washington killed con-con resolutions this year.

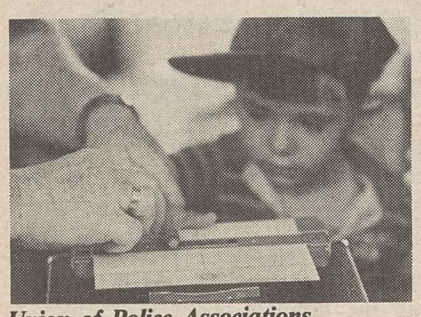
Florida's withdrawal of its con-con petition was accompanied by a call on Congress to initiate a balanced budget amendment and send it to the states for ratification. A Senate Judiciary subcommittee has voted 3-2 to recommend approval of such an amendment, but similar proposals have been rejected by both houses in recent years.

NEW ORLEANS SWINGS TO THE UNION LABEL



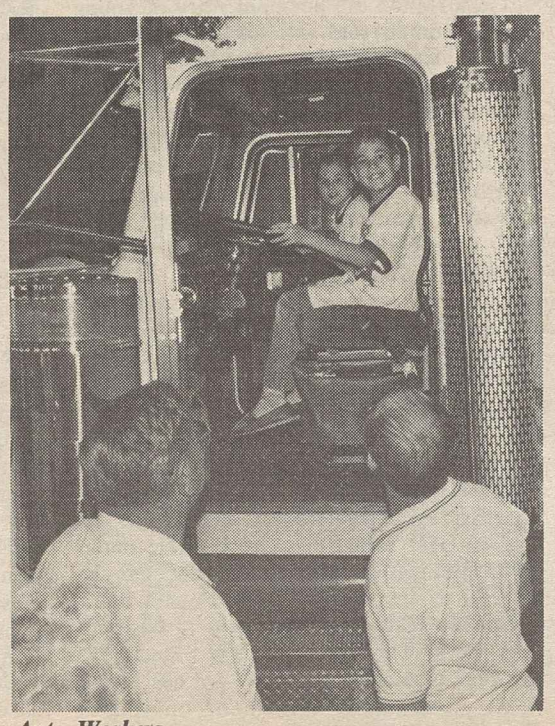
Service Employees

Postal Workers



Union of Police Associations

Barbers division, Food & Commercial Workers



Auto Workers

50th Anniversary Show Da

New Orleans—The annual AFL-CIO Union-Industries Show celebrated its 50th anniversary with a four-day display of the talents, products and services of union workers that drew wall-to-wall visitors to Rivergate auditorium.

The show, produced by the Union Label & Service Trades Dept., featured some 300 exhibits of American labor and industry, and offered up tens of thousands of dollars in prizes, product samples and giveaway items. Mayor Sidney J. Barthelemy had proclaimed May 4-10 as AFL-CIO Week.

Federation Sec.-Treas. Thomas R. Donahue opened the show in a ribbon-cutting ceremony.

Louisiana Federation President Victor Bussie pointed out that if President Reagan would notice the capabilities of the American worker, as exhibited at the show, and focus his efforts on the export of their products rather than their jobs, the trade deficit could be pared down significantly.

The show hall was festooned with Union Yes banners beneath which visitors viewed the hand-skills of union craftsmen, signed up for drawings, and pocketed sample products by the ton.

Among the many prizes awarded were a $6,000 Harley-Davidson motorcycle made by Allied Industrial Workers, a $4,000 Coleman camper made by the Steelworkers, a trip for two on the Mississippi Queen provided by Delta Queen Steamboat Co. and the Seafarers, two sets of nickel-plated Lionel trains made by the Auto Workers, a $1,000 set of Lennox china made by the Glass, Molders & Pottery Workers, and handcrafted hurricane lamps made by the Sheet Metal Workers.

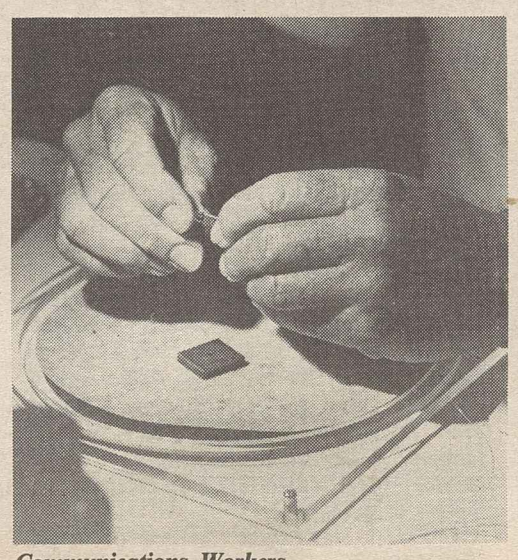
The Teamsters, one of the show's largest exhibitors, had workers and employers from the airline, bakery, brewery, ice cream, soft drink and trucking industries, as well as the United Parcel Service. The IBT also handed out T-shirts that read, "Be American, Buy American" and devoted a section of their booth to labor education.

The Grain Millers handed out thousands of packages of food products. The Communications Workers from South Central Bell demonstrated fiber optic cable splicing, while the Electrical Workers helped visitors tape live commercials and view themselves on the monitor. Nearby, the Union of Police Associations, sitting under a sign reading, Child Safety is Our Business, delighted children with their inkless fingerprinting technique.

Show visitors got to met several national television personalities: Vicki Lawrence, star of the "Mama" series, awarded prizes at the Food& Commercial Workers booth; Paul Burke from "Dynasty" greeted visitors at the Hotel Employees & Restaurant Employees exhibit, and at the Miller Brewing Co. booth, former quarterback Bert Jones and weightlifter Lori Rice did their best to convince showgoers that Miller products, made by the Machinists, Teamsters and Auto Workers, "taste great and are less filling."

The UFCW booth also featured its annual Hair Fashions Spectacular competition, along with a fantasy version that displayed a variety of hair and make-up skills. The Bakery, Confectionery & Tobacco Workers artfully decorated numerous cakes that were awarded in drawings. And the Teachers exhibited the "classroom of the future," complete with hands-on demonstrations for school children.

Laborers demonstrated techniques used in removing cancer-causing asbestos from pipe, a job many of their members regularly face. At the Clothing & Textile Workers booth, visitors were asked to sign cards, that were sent to members of Congress, supporting the textile trade bill,

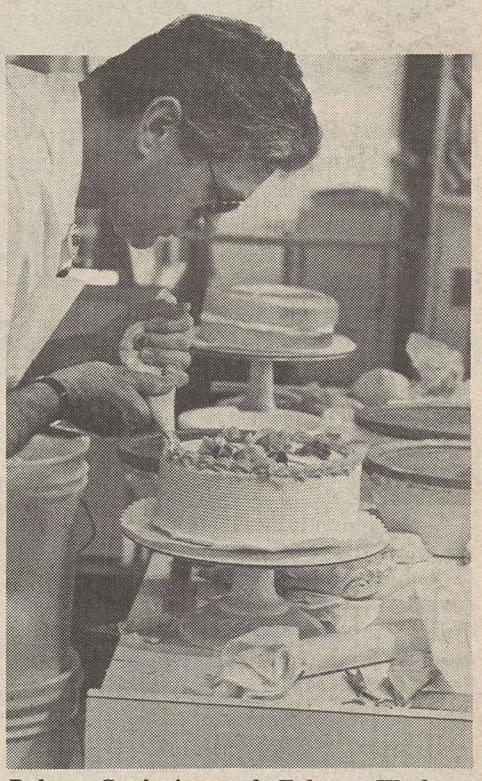


Communications Workers

Flint Glass Workers

Teachers

Grain Millers



Bakery, Confectionery & Tobacco Workers

Daws Throngs

while at the Ladies' Garment Workers and the United Garment Workers, clothing made by their members was featured.

The Transit Union display featured a streetcar and a bus, while the Fire Fighters' booth had a fire truck and safety equipment. The Iron Workers had a small structural steel building and the Stove Workers displayed two small scale antique stoves and current models produced by their members. A member of the Flint Glass Workers from Corning Glass Co. made glass animals for the public, while the Aluminum, Brick & Glass Workers displayed the wide range of products their members make. At the Glass, Molders & Pottery Workers, members were hand-blowing glass beside a large gas-fired kiln.

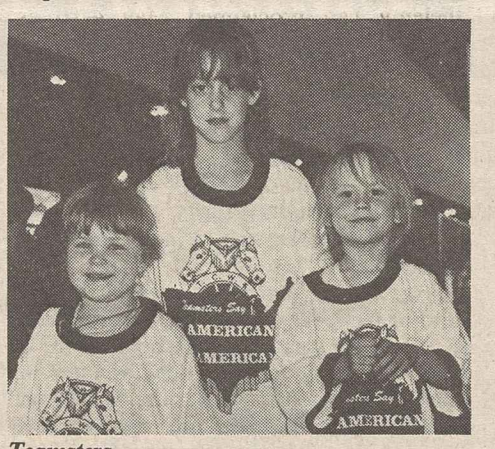
The Electronic Workers featured turbine fans made for General Electric Co. and the Auto Workers presented a market basket of products from General Motors, Ford and Chrysler cars, Peterbilt trucks, Master locks, Miller beer, Bell helicopters and Lionel trains. The Theatrical Stage Employees gave the behind-the-scenes view of a theater and displayed equipment their members use daily.

The Service Employees booth provided visitors with a short rest while SEIU members took their blood pressure and pulse. The Letter Carriers and Postal Workers explained to visitors the type of work their members do to assure that the mail goes through.

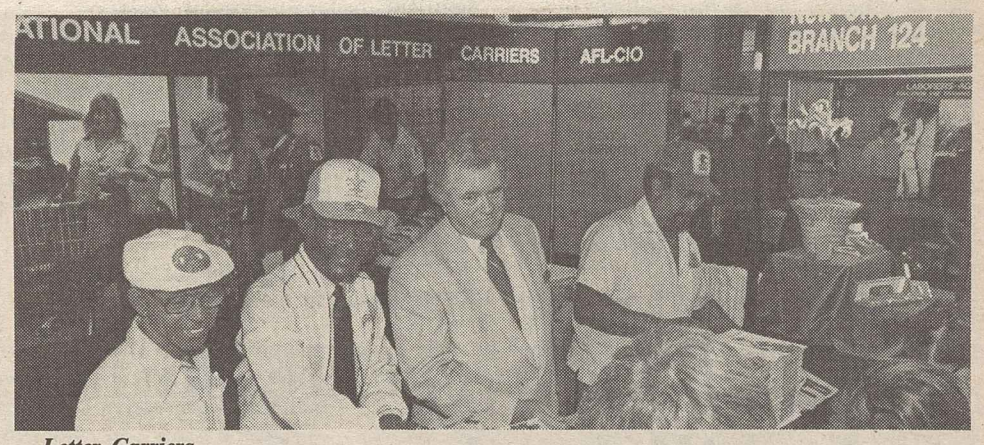
The Carpenters turned bowls from a variety of woods on lathes. The Paperworkers gave away a slew of products from tissues and toilet paper to wrapping paper and towels.

The 1989 Union-Industries Show will be held May 5-8 in a new convention center in San Jose, Calif., Union Label Dept. President James E. Hatfield announced.

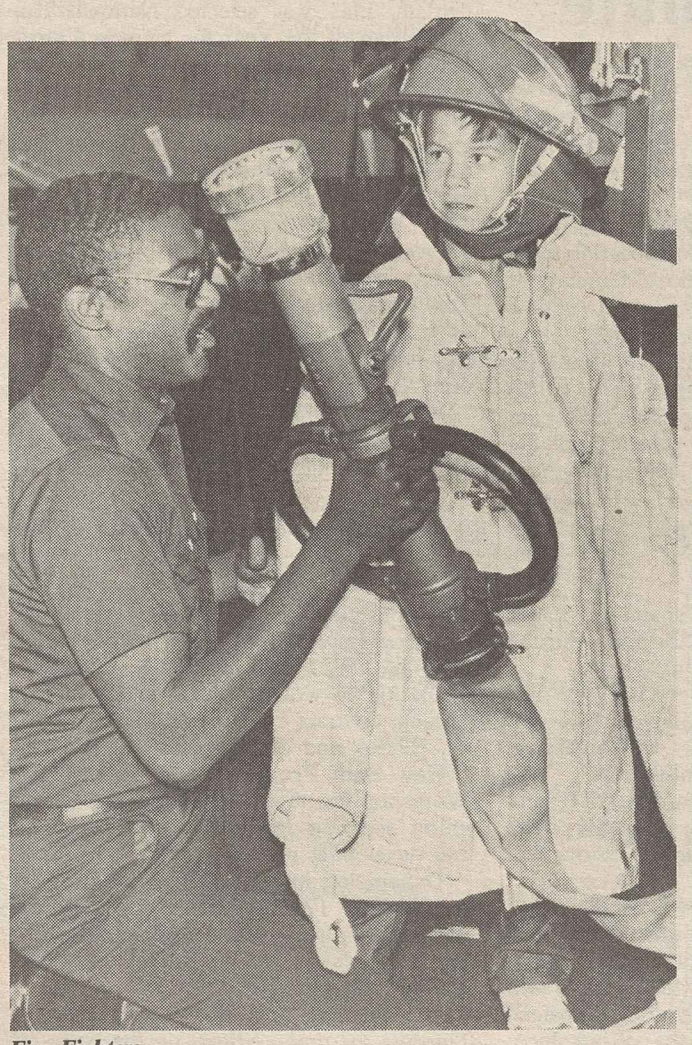
Carpenters



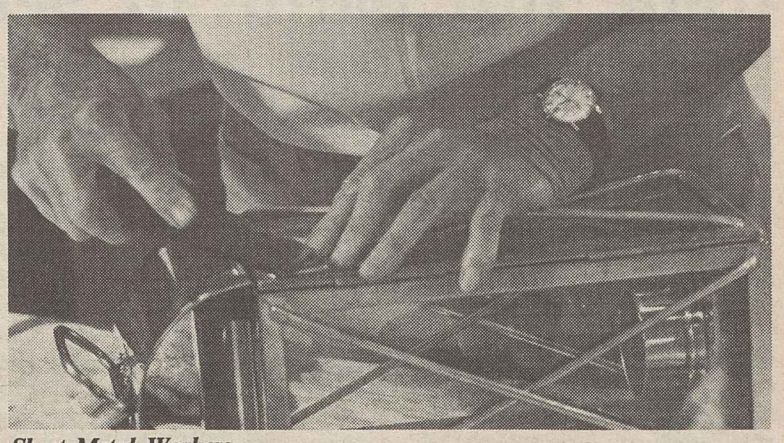
Teamsters



Letter Carriers

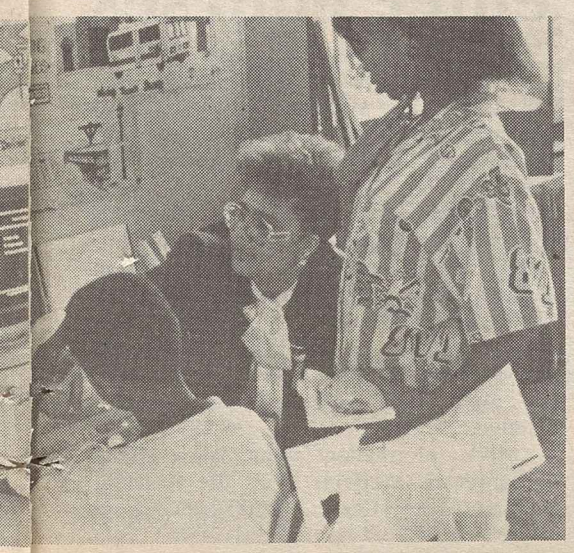


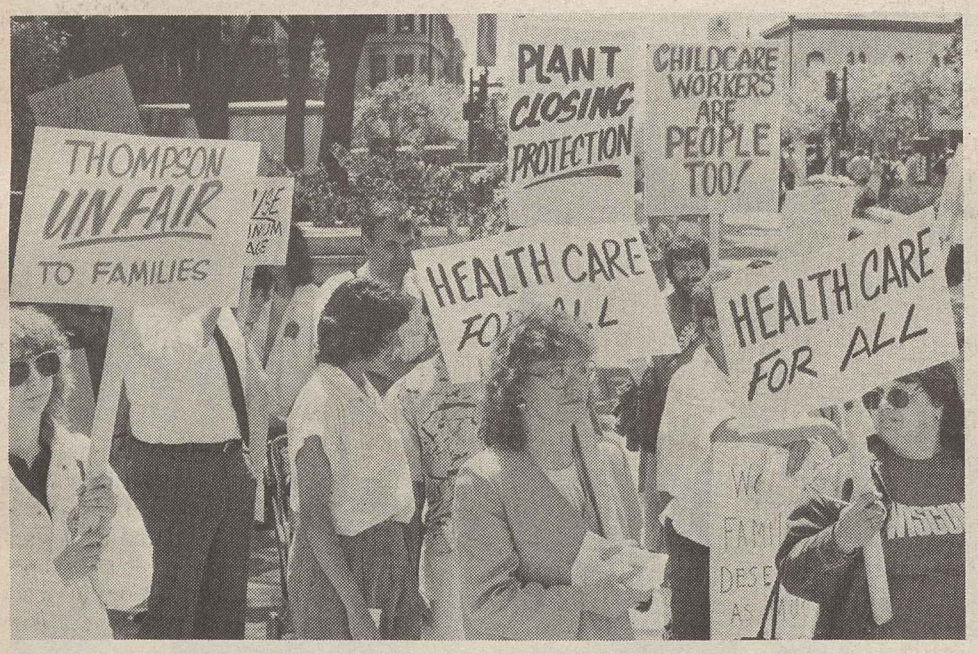
Fire Fighters



Sheet Metal Workers

Hotel Employees & Restaurant Employees





American Family Celebration in Wisconsin included this rally at the state capitol protesting the governor's veto of labor-backed bills.

Wisconsin workers protest governor's antilabor vetoes

Madison, Wis.—A Republican governor's string of vetoes killed labor-sought bills to raise the state minimum wage and strengthen Wisconsin's plant closing notification law.

Other union-backed measures passed by the legislature but vetoed by Gov. Tommy G. Thompson included a ban on polygraph devices in the workplace and a curb on drug testing unless an employer has grounds for a "reasonable suspicion" that drug use is impairing a worker's performance.

Thompson's government-by-veto ax also struck down bills to prevent employers from retaliating against "whistleblowers" who report violations of labor standards, to extend collective bargaining rights to the academic staff of the state university system, to provide wage equity for teachers at state institutions and to include state buildings in asbestos hazard inspections.

Wisconsin's unions mounted a major effort to get the legislature to override the vetoes. The focus of the American Family Celebration was a veto override rally on the steps of the state capitol.

The vetoed bills, including a 30-cent rise in the minimum wage, are needed to enable working families to survive, State AFL-CIO President Jack Reihl told the family rally.

But with only a scattering of Republicans joining the slim Democratic majorities in the two houses of the legislature, the override efforts fell short of the two-thirds goal.

"The issues just won't go away," State AFL-CIO Sec.-Treas. David Newby said after the special session adjourned. The vetoed bills will be election issues in November, he said, and "at the top of the AFL-CIO's agenda" for the 1989 legislative session.

Wisconsin's minimum pay law has been tied to the federal level, which means that there has been no increase in seven years. During that period, legislators raised their own pay by one-third, Newby noted.

While Wisconsin has a state law requiring a 60-day notice of plant closings affecting 100 or more workers, the law has seldom been enforced and carries only token penalties. The vetoed bill would have stiffened penalties for violations and required a longer notification period for facilities with more than 500 workers.

The other side of the legislative session coin was the labor movement's success in blocking an array of anti-worker bills, including a "right-to-work" measure that would have outlawed union shop agreements and an attempt to repeal the state's prevailing wage law.

"They never got out of committee," Newby noted in his legislative report.

Real hourly pay rates continue 10-year drop

Real hourly wages in April were four-tenths of 1 percent below the year-ago month although weekly earnings rose three-tenths of 1 percent because of a slight pickup in hours worked, the Labor Dept. reported.

Real earnings have been dropping over the past ten years, AFL-CIO economist Anne Draper said, and lag far behind the April 1978 period. Overall, workers have seen their buying power reduced 11.1 percent over the past decade, she noted. Meager wage gains have not kept pace with higher living costs.

The Bureau of Labor Statistics reported that the consumer price index rose four-tenths of 1 percent in April, led by a jump in fuel, clothing and food costs—more bad news for workers.

The CPI increase came on the heels of a five-tenths of 1 percent rise in March. So far this year, inflation has been running at a 4.5 percent rate.

The April jump in prices was led by a 2 percent surge in clothing prices that matched March's increase, a 1.1 percent hike in the cost of gasoline and an eight-tenths of 1 percent climb in food prices, the largest increase since August 1986.

Other price components postingincreases over the 12-month period—as calculated by the CPI-W—include shelter, up 4.5 percent; food, up 3.3 percent; maintenance and repair, up 4.1 percent; medical care, up 6.4 percent; new cars, up 2.1 percent, and transportation, up 1.2 percent.

In other economic developments:

- The gross national product—the broadest measure of the nation's economic growth—increased at an annual rate of 3.9 percent in the January-March period, the Commerce Dept. said.
- New housing starts for the first three months of 1988 were 16 percent lower than the January-March period a year earlier—their lowest point in five years.
- Factory orders for durable goods—items expected to last at least three years—rose eight-tenths of 1 percent in April, led by a large increase in orders for military communications equipment, the Commerce Dept. said.
- Output at mines, factories and utilities rose three-tenths of 1 percent to 82.7 percent of capacity, the highest rate since November 1979, the Federal Reserve Board said. But thousands of plants have shut down since 1979, sharply reducing overall capacity, the AFL-CIO noted.

Colt lockout victims win jobless benefits

Hartford, Conn.—A State Labor Dept. board of review has ruled that workers at Colt Firearms Co. were locked out on jobless claims and are entitled to keep all unemployment benefits they received.

That decision affirmed the finding of the state's former labor commissioner, P. Joseph Peraro, who ruled that Colt's refusal to reinstate the terms of an expired contract after the union made an unconditional offer to return to work constituted a lockout.

A contract covering 1,100 Auto Workers expired in April 1985, but workers remained on the job until the following January. After an eight-month strike, the union members agreed in August 1986 to return to work under the terms of the expired agreement. But Colt's insistence on changing certain contract conditions forced a lockout, the review board ruled.

The firearms firm was placed on the AFL-CIO boycott list in February 1987.

House veto override shifts trade bill battle to Senate

Continued from Page 1

man Dan Rostenkowski (D-Ill.), who clearly believed Congress had gone a good deal more than half way to meet White House concerns on the trade bill, posed this question to his Republican colleagues:

"Do you really want to be known as the party that doesn't care about working men and women? Why hand this issue to us, the Democrats, on a silver platter?"

Rep. Richard A. Gephardt (D-Mo.) said the big problem with the bill was that it doesn't go far enough. "The truth," he said, "is that this Administration does not care about trade and does not care what is happening to the American people."

The closing argument for sustaining Reagan's veto was made by Rep. Philip M. Crane (R-Ill.), who called on his colleagues to "take the high road" and ignore the "hounding" of "strident interest groups such as big labor."

House Speaker Jim Wright closed the debate by warning that a "suffocating trade deficit" is lowering America's standard of living.

Even companies like Land O'Lakes, where workers were given no notice of a plant shutdown in 1982, are supporting the notification measure. Company Vice President Vern Freeh said the firm is working to get the trade bill passed—with the notice provision.

Unionists in the news

The Chemical Workers named **W.A. "Dub" Joiner** secretary-treasurer to succeed **William J. Sparks**, who retired in April. Joiner had been an ICWU vice president and director of its Region 5. He will retain his regional duties until a new director is named . . .

Five Letter Carriers received NALC Hero of the Year awards. **Robert Moseley** of Cincinnati was named National Hero of the Year for saving several children and an elderly woman from a burning apartment building, then helping fire fighters save other residents. **Patty Lynn** of Fort Lauderdale, Fla., was selected National Humanitarian of the Year for being a Christmas "elf," collecting donations for and writing letters from Santa to needy children and retarded adults in her area. Regional heroes included: **Joe Turner** of Cambridge, Md., who crawled into a blazing house to rescue a toddler; **Billy Devane** of Dotham, Ala., who rescued a 77-year-old woman from her burning apart ment, and **Mario Moreno** of McAllen, Tex., who administered first aid to one burn victim and then twice entered a burning building to search for missing children . . .

AFL-CIO President **Lane Kirkland** received the American Jewish Congress' 1988 Democracy & Labor Award. In accepting the award, Kirkland stressed the fairness issue tied to labor's push for plant closing legislation. President Reagan sees no difference in how displaced workers are treated, Kirkland said, recalling the words of a hero of western folklore, Bat Masterson:

"There are many in this old world of ours who hold that things break about even for all of us. I have observed, for example, that we all get about the same amount of ice. The rich get it in the summer and the poor get it in the winter . . ."

The Air Line Pilots presented their highest air safety award to the crew of the Aloha Airlines 737 whose fuselage was ripped open in mid-flight over the Pacific Ocean. Pilot **Robert Schornstheimer** and co-pilot **Madeline (Mimi) Tomkins** miraculously landed the battered craft . . .

Actor **Jack Lemmon,** who is featured in labor's Union Yes TV campaign, has been selected as the 16th recipient of the American Film Institute's Life Achievement Award. Ceremonies honoring him will be aired on the CBS television network May 30 . . .

Labor editor **John Herling** received a Sidney Hillman award for his lifetime of public service. Also honored by the Clothing & Textile Workers was **Michael Harrington,** author of 15 books.

They like it

Four out of five Americans favor the plant closing notification provision of the trade bill, according to a Washington Post-ABC News poll.

The national poll was conducted in the five days before President Reagan vetoed the trade bill—primarily because it would require employers to notify workers 60 days before a plant shutdown or major layoff. The poll showed 82 percent of the sample favoring the notification rule and only 15 percent opposing it.

Other polls on the plant closing issue have found similar large majorities supporting the notice requirement and opposing the Reagan-Bush position.

Schedule of Labor Studies Center courses

The George Meany Center for Labor Studies will offer 10 workshops durring June and July. The schedule:

Basic Labor Law, June 5-10—Workshop on labor law fundamentals, current trends and new decisions on bargaining, servicing and union administration.

Arbitration Techniques, June 5-10 and July 17-22—Presentation of mock cases before professional arbitrators. Sessions will videotaped.

Working with the News Media, June 12-16—Tutoring of union officers and staff on improving media relations. Participants will prepare 60-second videotapes, radio actualities and develop a media campaign.

Individual Rights in the Workplace, June 12-17—Workshop on workers' rights focusing on polygraph tests and contract provisions covering alcohol and drug abuse.

Labor Law in the Construction Industry, June 12-17—Study of referral practices, regulation of work through collective bargaining, contract enforcement, union security, ERISA and double-breasting.

New Staff Program, June 19-July 1—Workshop for newly appointed and elected union staff on improving planning skills and developing personal skills.

Organizing in the Construction Industry I, July 17-22—Sessions on planning campaigns, salting jobs, leafleting and picketing, unfair labor practice strikes and "bottom up" recruiting.

Newswriting & Editing, July 24-29—Tutoring for union editors on the basics of publishing readable, interesting and effective publications.

College Degree Program, July 31-Aug. 5—Members of affiliates study in residence at the Meany Center while working on a bachelor of arts degree from Antioch University.

Affiliates and other groups using the campus for their own staff training programs are: Transportation Communications Union, June 5-10; American Institute for Free Labor Development, June 5-11; Carpenters, June 12-17; Flight Attendants, June 19-24; Teachers, June 19-24; Laborers, June 19-24 and June 26-July 1; Labor Heritage Foundation, June 26-28.

More information about labor studies programs is available from the Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400.

AMERICA'S NEEDS

PUBLIC INVESTMENT

Need Grows, Response Declines

Infrastructure is the term for the basic system of public facilities that provide the framework for a smoothly functioning modern economy—in a sense, the economy's backbone.

A healthy public infrastructure promotes growth and enhances economic efficiency. An adequate level of public investment is needed for private investment to be profitable. At the same time, infrastructure investment, maintenance and operation represent a powerful stimulus to employment. For these reasons, workers and their union have had a longstanding concern that sufficient resources be devoted to public capital formation.

The Deepening Crisis

The United States faces an infrastructure crisis that first became generally noticeable around the beginning of the 1980s as bridge collapses, water main breaks, sewage overflows, train derailings, and similar events hit the news.

The infrastructure's deterioration exacts a heavy economic toll. It contributes to the stagnation of areas with public capital deficiencies while constraining the growth of the national economy as a whole. At the same time it diminishes the quality of life in the United States. Insufficient water treatment systems inhibit business growth and worsen pollution, while transportation deficiencies cause congestion and boost costs.

Meeting the need for public capital investment and maintenance could substantially thin the ranks of the total of 12.5 million Americans who are "officially" unemployed (6.6 million), working part time when they want full time jobs (4.9 million), or so discouraged (1 million) that they've given up even looking for work.

Government's Role

Government must take primary responsibility for public works investment. Many types of public facilities generate benefits or costs that cannot be bought and sold in private markets. The reduction of air and water pollution is enjoyed by all residents of the affected area, and one person's use of clean air and water doesn't prevent another from enjoying it too. Since those who don't pay for the provision of a clean environment cannot be excluded from its enjoyment, people in general won't pay for it voluntarily. If left to the private market, few such goods would be provided. Government, therefore, should pay for public facilities with tax revenues received from all groups, so the burdens are shared as evenly as the benefits.

All levels of government have important responsibilities in meeting infrastructure requirements. State and local governments furnish part of the funds for facilities that serve their residents, and exercise significant discretion over the allocation of funds provided by the federal government.

But, federal action is important in coordinating public investment, remedying inequities, and avoiding the problems that would arise if states and localities alone had to provide public works.

The Causes

The Labor-Management Group, a private nongovernmental group of labor and business leaders who discuss issues of mutual concern, issued a comprehensive consensus report on infrastructure, *Rebuilding America' s Vital Public Facilities,* in 1983. The report identified a number of trends that contributed to the nation's infrastructure crisis.

First, physical facilities ultimately wear out or become obsolete and the life cycle of much of the nation's infrastructure is drawing to a close concurrently. Second, Americans are migrating from the Northeast and Midwest to the South and West, and from city centers to suburbs. Thus, the infrastructure of older regions may no longer conform to the diminished size of area markets, while expanding population centers require large new infrastructure investments. High levels of inflation in the late 1970s and high real interest rates in the 1980s contributed to the postponement of needed infrastructure spending and government investment expenditures have declined as a share of the economy.

In recent years, several other developments have contributed to the public investment crisis. The federal deficit has reached all-time highs under Reagan Administration economic policies that fostered recession and lofty interest rates. The Administration has used these deficits as leverage in its attack on all federal programs, and put pressure on infrastructure programs. State and local governments have been burdened by a very sharp drop in federal grants, from 26 percent of their expenditures in 1980 to 21 percent today.

Dimensions of the Shortfall

The erosion of government investment began in the late 1960s and still persists today. After rising 24 percent in the 1960s, and 46 percent in the 1970s, federal infrastructure outlays declined 13 percent from 1980 to 1985.

In an evaluation of national requirements for seven major types of public infrastructure in 1983, the CBO estimated that the federal government needed to spend $32.3 billion each year through the end of the decade, given state and local resources available for this purpose. Deducting expected federal outlays for these seven types of public capital left a shortfall of $4.3 billion each year. The Labor-Management Group estimated a spending gap of consistent size, given its different scope.

Public Investment and Jobs

The experience in the 1960s and 1970s demonstrates that public investment programs can be highly effective in providing jobs and restoring economic growth. An evaluation of the 1976 Public Works Act clearly illustrates the potential of these programs. The program successfully aided the recovery from the deep 1974-75 recession. The $6 billion spent as part of the Local Public Works Program generated 110,000 direct, on-site jobs and 66,000 jobs in firms supplying building materials. The added income of these workers resulted in additional sales and production, and is estimated to have generated an additional 250,000 jobs throughout the economy. The total (425,000 job years) represents an average yearly cost of $14,000 for each job.

Ending the Infrastructure Crisis

Because of the sharp reductions in government investment programs, particularly at the federal level, the infrastructure crisis that emerged around the beginning of the decade has worsened and the gap between annual public investment needs and actual spending for this purpose is widening. At the federal level, the annual shortfall expanded from about $4 billion in 1983 to $7.5 billion today.

To promote economic growth and efficiency, and to create jobs, an adequate level of funding for federal programs is essential. Closing the federal infrastructure gap would generate nearly 300,000 jobs.

A variety of alternative means of financing public investment should ge explored. States, for example, can play a larger role in facilitating local government access to financial markets. Bond-pooling and state guarantees might be used to achieve this objective. Improving access to information and reducing transaction costs can also help reduce borrowing costs. Payments from direct beneficiaries of public facilities may provide additional revenues.

Skimping on infrastructure to cut the federal deficit is a short run expediency that will constrain growth and living standards in the future. The far wiser course is to raise the necessary revenue and develop appropriate spending priorities that will assure sufficient resources for public investment and help overcome the economic stagnation and high unemployment that have plagued the United States for many years.

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AFL-CIO LEGISLATIVE ALERT!

House Leadership Sets Floor Date, Prepares To Fight For Passage Of Minimum Wage Bill

The leadership of the House of Representatives has reiterated its determination to pass a minimum wage increase this year.

A new minimum wage package, developed by House Speaker Jim Wright (D-TX) and Majority Leader Tom Foley (D-WA) in consultation with Education and Labor Chairman Hawkins (D-CA), will be brought to the floor on June 22. The AFL-CIO is supporting the new compromise package, which would institute yearly increases of 40 cents, 40 cents and 40 cents over the next three years.

Unfortunately, opponents of the minimum wage adjustment are vigorously promoting an amendment which would gut this legislation. On June 22, your representative will also be asked to vote on the so-called temporary "training wage" amendment.

This phoney amendment actually has nothing to do with training, and would only provide a gaping loophole for greedy businessmen:

* First, this amendment makes no distinction between workers just entering the workforce, and who could conceivably need a training period, and workers who have been employed elsewhere, doing exactly the same job for many years. This would be nothing more than a legislated two-tier wage structure.

* Second, although this sub-minimum wage is supposed to be temporary, it is actually a de-facto exemption for many large companies who already operate with high employee turnover rates.

Many minimum wage employers already have established policies which encourage rapid turnover as a means of reducing the costs of fringe benefits. Fast food firms, for example, keep employees for an average of 60 days. Even store managers, who would supposedly be doing the training, have an average tenure of less than six months.

* Third, the amendment would provide an incentive to fire workers before the "training" period ends, and despite the amendment's "protections," enforcement against this kind of employer violation would be impossible.

* And lastly, there is no training in the "training wage" amendment.

Most minimum wage jobs do not require training. Generally, minimum wage workers are put to work with no training, formal or informal. And the fact is, that where lower minimum wages really are needed for employers to train new workers, they already exist. Since the early 1960s, under Section 14 of the Fair Labor Standards Act (FLSA), lowered minimum wages can be paid to trainees. Full-time students, apprentices and workers in certified training programs receive a pledge of training in exchange for giving up some of their wages.

What You Can Do: Contact your representative and ask him or her to vote for the House leadership's new minimum wage adjustment, and against the phoney "training wage" amendment.

Roll Call: House Override Of Reagan Trade Bill Veto

Workers Win Major Victory, But Senate Will Have Deciding Vote

It took three years of close work between Republicans and Democrats and labor and business to craft the 1,000-plus page omnibus trade bill. On May 24, President Reagan vetoed it.

Why? Because a small portion of the bill -- the plant closing provision -- attempts to cushion workers from the effects of this country's huge trade imbalance.

On the day of the veto, however, the House voted 308-113 to override. This was a major victory for workers, in what AFL-CIO President Lane Kirkland has called "one of the most important issues in the 100th Congress."

The Senate is scheduled to vote in early June. If they have not yet voted by the time you read this, please call their local offices and ask that they support the override.

Roll Call: Find your representative and see how he or she voted on the override. "R" means they voted right, "W" wrong, "PR" paired right, "PW" paired wrong, and "A" they were absent.

ALABAMA
1. Callahan (R) W
2. Dickinson (R) W
3. Nichols (D) R
4. Bevill (D) R
5. Flippo (D) R
6. Erdreich (D) R
7. Harris (D) R

ALASKA
AL Young, D. (R) W

ARIZONA
1. Rhodes (R) W
2. Udall (D) R
3. Stump (R) W
4. Kyl (R) W
5. Kolbe (R) W

ARKANSAS
1. Alexander (D) R
2. Robinson (D) R
3. Hammerschmidt (R) W
4. Anthony (D) R

CALIFORNIA
1. Bosco (D) R
2. Herger (R) R
3. Matsui (D) R
4. Fazio (D) R
5. Pelosi (D) R
6. Boxer (D) R
7. Miller, G. (D) R
8. Dellums (D) R
9. Stark (D) R
10. Edwards, D. (D) R
11. Lantos (D) R
12. Konnyu (R) W
13. Mineta (D) R
14. Shumway (R) W
15. Coelho (D) R
16. Panetta (D) R
17. Pashayan (R) W
18. Lehman, R. (D) R
19. Lagomarsino (R) W
20. Thomas, W. (R) PR
21. Gallegly (R) W
22. Moorhead (R) W
23. Beilenson (D) R
24. Waxman (D) R
25. Roybal (D) R
26. Berman (D) R
27. Levine (D) R
28. Dixon (D) R
29. Hawkins (D) R
30. Martinez (D) R
31. Dymally (D) R
32. Anderson (D) R
33. Dreier (R) W
34. Torres (D) R
35. Lewis, J. (R) W
36. Brown, G. (D) R
37. McCandless (R) W
38. Dornan (R) W
39. Dannemeyer (R) W
40. Badham (R) A
41. Lowery (R) W
42. Lungren (R) W
43. Packard (R) W
44. Bates (D) R
45. Hunter (R) W

COLORADO
1. Schroeder (D) R
2. Skaggs (D) R
3. Campbell (D) R
4. Brown, H. (R) W
5. Hefley (R) W
6. Schaefer (R) R

CONNECTICUT
1. Kennelly (D) R
2. Gejdenson (D) R
3. Morrison, B. (D) R
4. Shays (R) W
5. Rowland, J. G. (R) W
6. Johnson (R) R

DELAWARE
AL Carper (D) R

FLORIDA
1. Hutto (D) R
2. Grant (D) R
3. Bennett (D) R
4. Chappell (D) R
5. McCollum (R) W
6. MacKay (D) R
7. Gibbons (D) R
8. Young, C. (R) R
9. Bilirakis (R) W
10. Ireland (R) W
11. Nelson (D) R
12. Lewis, T. (R) W
13. Mack (R) W
14. Mica (D) R
15. Shaw (R) R
16. Smith, L. (D) R
17. Lehman, W. (D) R
18. Pepper (D) R
19. Fascell (D) R

GEORGIA
1. Thomas, L. (D) R
2. Hatcher (D) R
3. Ray (D) R
4. Swindall (R) W
5. Lewis (D) R
6. Gingrich (R) W
7. Darden (D) R
8. Rowland (D) R
9. Jenkins (D) R
10. Barnard (D) R

HAWAII
1. Saiki (R) R
2. Akaka (D) R

IDAHO
1. Craig (R) W
2. Stallings (D) R

ILLINOIS
1. Hayes (D) R
2. Savage (D) R
3. Russo (D) R
4. Davis (R) R
5. Lipinski (D) R
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) R
9. Yates (D) R
10. Porter (R) W
11. Annunzio (D) R
12. Crane, P. (R) W
13. Fawell (R) W
14. Hastert (R) W
15. Madigan (R) W
16. Martin, L. (R) W
17. Evans, L. (D) R
18. Michel (R) W
19. Bruce (D) R
20. Durbin (D) R
21. Vacancy
22. Gray, K. (D) R

INDIANA
1. Visclosky (D) R
2. Sharp (D) R
3. Hiler (R) W
4. Coats (R) W
5. Jontz (D) R
6. Burton, D. (R) W
7. Myers (R) W
8. McCloskey (D) R
9. Hamilton (D) R
10. Jacobs (D) R

IOWA
1. Leach (R) R
2. Tauke (R) W
3. Nagle (D) R
4. Smith, N. (D) R
5. Lightfoot (R) W
6. Grandy (R) R

KANSAS
1. Roberts (R) R
2. Slattery (D) R
3. Meyers (R) W
4. Glickman (D) R
5. Whittaker (R) R

KENTUCKY
1. Hubbard (D) PR
2. Natcher (D) R
3. Mazzoli (D) R
4. Bunning (R) W
5. Rogers (R) W
6. Hopkins (R) W
7. Perkins (D) R

LOUISIANA
1. Livingston (R) W
2. Boggs (D) R
3. Tauzin (D) R
4. McCrery (R) W
5. Huckaby (D) R
6. Baker (R) W
7. Hayes (D) R
8. Holloway (R) R

MAINE
1. Brennan (D) R
2. Snowe (R) R

MARYLAND
1. Dyson (D) R
2. Bentley (R) R
3. Cardin (D) R
4. McMillen (D) R
5. Hoyer (D) R
6. Byron (D) A
7. Mfume (D) R
8. Morella (R) R

MASSACHUSETTS
1. Conte (R) R
2. Boland (D) R
3. Early (D) R
4. Frank (D) R
5. Atkins (D) R
6. Mavroules (D) R
7. Markey (D) R
8. Kennedy (D) R
9. Moakley (D) R
10. Studds (D) R
11. Donnelly (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) R
3. Wolpe (D) R
4. Upton (R) R
5. Henry (R) R
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) W
10. Schuette (R) W
11. Davis (R) R
12. Bonior (D) R
13. Crockett (D) R
14. Hertel (D) R
15. Ford, W. (D) R
16. Dingell (D) R
17. Levin (D) R
18. Broomfield (R) W

MINNESOTA
1. Penny (D) R
2. Weber (R) W
3. Frenzel (R) W
4. Vento (D) R
5. Sabo (D) R
6. Sikorski (D) R
7. Stangeland (R) R
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Espy (D) R
3. Montgomery (D) R
4. Dowdy (D) R
5. Lott (R) W

MISSOURI
1. Clay (D) R
2. Buechner (R) W
3. Gephardt (D) R
4. Skelton (D) R
5. Wheat (D) R
6. Coleman, E. (R) R
7. Taylor (R) W
8. Emerson (R) R
9. Volkmer (D) R

MONTANA
1. Williams, P. (D) R
2. Marlenee (R) PW

NEBRASKA
1. Bereuter (R) R
2. Daub (R) W
3. Smith, V. (R) R

NEVADA
1. Bilbray (D) R
2. Vucanovich (R) W

NEW HAMPSHIRE
1. Smith, R. (R) W
2. Gregg (R) W

NEW JERSEY
1. Florio (D) R
2. Hughes (D) R
3. Vacancy
4. Smith, C. (R) R
5. Roukema (R) R
6. Dwyer (D) R
7. Rinaldo (R) R
8. Roe (D) R
9. Torricelli (D) R
10. Rodino (D) R
11. Gallo (R) W
12. Courter (R) R
13. Saxton (R) R
14. Guarini (D) R

NEW MEXICO
1. Lujan (R) W
2. Skeen (R) W
3. Richardson (D) R

NEW YORK
1. Hochbrueckner (D) R
2. Downey (D) R
3. Mrazek (D) W
4. Lent (R) W
5. McGrath (R) R
6. Flake (D) R
7. Ackerman (D) R
8. Scheuer (D) R
9. Manton (D) R
10. Schumer (D) R
11. Towns (D) R
12. Owens (D) R
13. Solarz (D) R
14. Molinari (R) R
15. Green (R) W
16. Rangel (D) R
17. Weiss (D) PR
18. Garcia (D) R
19. Biaggi (D) A
20. DioGuardi (R) W
21. Fish (R) R
22. Gilman (R) R
23. Stratton (D) R
24. Solomon (R) R
25. Boehlert (R) R
26. Martin, D. (R) R
27. Wortley (R) W
28. McHugh (D) R
29. Horton (R) R
30. Slaughter (D) R
31. Kemp (R) W
32. LaFalce (D) R
33. Nowak (D) R
34. Houghton (R) R

NORTH CAROLINA
1. Jones, W. (D) R
2. Valentine (D) R
3. Lancaster (D) R
4. Price (D) R
5. Neal (D) R
6. Coble (R) W
7. Rose (D) R
8. Hefner (D) R
9. McMillan (R) W
10. Ballenger (R) W
11. Clarke (D) R

NORTH DAKOTA
AL Dorgan (D) R

OHIO
1. Luken (D) R
2. Gradison (R) W
3. Hall, T. (D) R
4. Oxley (R) W
5. Latta (R) W
6. McEwen (R) W
7. DeWine (R) W
8. Lukens (R) W
9. Kaptur (D) R
10. Miller, C. (R) R
11. Eckart (D) R
12. Kasich (R) W
13. Pease (D) R
14. Sawyer (D) R
15. Wylie (R) W
16. Regula (R) R
17. Traficant (D) R
18. Applegate (D) R
19. Feighan (D) R
20. Oakar (D) R
21. Stokes (D) R

OKLAHOMA
1. Inhofe (R) R
2. Synar (D) R
3. Watkins (D) PR
4. McCurdy (D) R
5. Edwards, M. (R) R
6. English (D) R

OREGON
1. AuCoin (D) R
2. Smith, R. (R) W
3. Wyden (D) R
4. DeFazio (D) R
5. Smith, D. (R) W

PENNSYLVANIA
1. Foglietta (D) R
2. Gray (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) W
6. Yatron (D) R
7. Weldon (R) R
8. Kostmayer (D) R
9. Shuster (R) W
10. McDade (R) R
11. Kanjorski (D) R
12. Murtha (D) R
13. Coughlin (R) R
14. Coyne (D) R
15. Ritter (R) R
16. Walker (R) W
17. Gekas (R) W
18. Walgren (D) R
19. Goodling (R) W
20. Gaydos (D) R
21. Ridge (R) R
22. Murphy (D) R
23. Clinger (R) R

RHODE ISLAND
1. St Germain (D) R
2. Schneider (R) R

SOUTH CAROLINA
1. Ravenel (R) R
2. Spence (R) A
3. Derrick (D) R
4. Patterson (D) R
5. Spratt (D) R
6. Tallon (D) R

SOUTH DAKOTA
AL Johnson (D) R

TENNESSEE
1. Quillen (R) R
2. Duncan (R) A
3. Lloyd (D) R
4. Cooper (D) R
5. Clement (D) R
6. Gordon (D) R
7. Sundquist (R) W
8. Jones, E. (D) R
9. Ford, H. (D) R

TEXAS
1. Chapman (D) R
2. Wilson (D) R
3. Bartlett (R) W
4. Hall, R. (D) R
5. Bryant (D) R
6. Barton (R) W
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) R
10. Pickle (D) R
11. Leath (D) R
12. Wright (D) R
13. Boulter (R) PW
14. Sweeney (R) R
15. de la Garza (D) R
16. Coleman, R. (D) R
17. Stenholm (D) R
18. Leland (D) R
19. Combest (R) R
20. Gonzalez (D) R
21. Smith, L (R) W
22. DeLay (R) W
23. Bustamante (D) R
24. Frost (D) R
25. Andrews, M. (D) R
26. Armey (R) W
27. Ortiz (D) R

UTAH
1. Hansen, J. (R) W
2. Owens (D) R
3. Nielson (R) R

VERMONT
AL Jeffords (R) R

VIRGINIA
1. Bateman (R) W
2. Pickett (D) R
3. Bliley (R) W
4. Sisisky (D) R
5. Vacancy
6. Olin (D) R
7. Slaughter (R) W
8. Parris (R) W
9. Boucher (D) R
10. Wolf (R) W

WASHINGTON
1. Miller, J. (R) R
2. Swift (D) R
3. Bonker (D) R
4. Morrison, S. (R) W
5. Foley (D) R
6. Dicks (D) R
7. Lowry (D) R
8. Chandler (R) W

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Wise (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Gunderson (R) R
4. Kleczka (D) R
5. Moody (D) R
6. Petri (R) W
7. Obey (D) R
8. Roth (R) R
9. Sensenbrenner (R) R

WYOMING
AL Cheney (R) W

Job chase

Belle, W. Va.—More than 4,000 workers lined up for 50 job openings at the E.I. Du Pont de Nemours & Co. plant here. The entry-level jobs pay $6.75 an hour.

State employment service officials noted that about half of those applying for work already were employed at low paying jobs, some even working two jobs at the minimum wage scale. Of the 5,000 applications given out, the company said, all but a few were filled out.

The West Virginia AFL-CIO pointed out that the state's official jobless rate of 11.8 percent—the highest in the nation—does not take into account underemployed or discouraged workers.

The Dupont plant is nonunion but its wages and benefits generally piggyback on gains won by the Oil, Chemical & Atomic workers at area Union Carbide Corp. facilities.

Shutdowns leave workers stranded

Surveys find lack of notice pushes up cost of joblessness

By Candice Johnson

Studies by government and independent economists show that giving advance notice to workers and communities of scheduled plant closings pays off in shorter periods of joblessness and government savings in unemployment compensation costs.

A survey by two Cornell University professors concluded that "advance notice appears to reduce the probability that displaced workers suffer any spell of unemployment."

A separate study by the National Science Foundation and the American Statistical Association reached a similar conclusion, pointing out that eight weeks advance notice would shorten the average period of joblessness by nearly four weeks.

Advance layoff notice would reduce the amount of time a worker is jobless by 25 percent, saving hundreds of millions of dollars in unemployment compensation, the National Academy of Sciences found in a report issued last year.

And an earlier report by the Office of Technology Assessment said advance notice was critical to establishing effective training and job search programs for laid off workers.

But those findings are little consolation to workers hit by plant closings last year, many of whom received two days' notice or less.

More than three-fourths of workers in a Bureau of Labor Statistics survey who lost jobs during 1987 had no new employment to turn to after plant closings or major layoffs.

Plant closing issue explored on Page 7.

The BLS found that of the nearly 407,000 workers in 29 states hit by layoffs or plant closings, 78 percent filed for unemployment compensation, and more than one quarter still were unable to find work after exhausting their 26 weeks of benefits.

The AFL-CIO said the government survey results

Continued on Page 3

AFL-CIO news

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UNION YES

Safeguards approved for retiree benefits

Congress closes bankruptcy loophole

By David L. Perlman

A battle that began on a picket line two years ago was won as Congress approved union-sought changes in federal bankruptcy law to protect the health and life insurance benefits of retired workers.

The new legislation fills a gap that was dramatized in the summer of 1986 when the giant LTV Corp. filed for bankruptcy and unilaterally cancelled health care and insurance coverage for nearly 80,000 retirees.

The Steelworkers responded with a strike that shut down LTV's most profitable plant and the company backed off. It agreed to restore retiree benefits for at least six months while negotiations proceeded.

But LTV wasn't the only problem company. The Auto Workers were trying to protect benefits of Allis Chalmers retirees and it became clear that legislation was needed.

Basic pension benefits of retirees were already protected by the federal pension insurance program. That guaranteed payment of earned benefits even if the company that had provided the pension went out of business. But the pension guaranty didn't extend to health and life insurance.

The approach Congress took was based on a 1984 law enacted to remedy a Supreme Court decision allowing companies in bankruptcy proceedings to tear up union contracts and impose wage cuts.

That 1984 law said companies seeking contract changes should first try good-faith collective bargaining. Only as a last resort could it seek to persuade a bankruptcy court that contract changes are needed to stay in business.

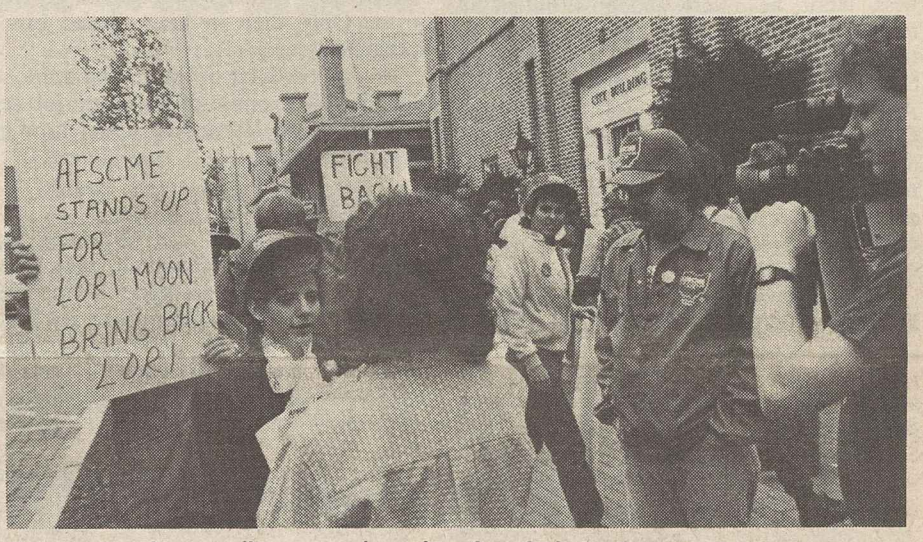
Bipartisan backing

That's the pattern of the new legislation affecting retiree benefits. It is based on similar bills that were introduced by Sen. Howard M. Metzenbaum (D-Ohio), Rep. Peter W. Rodino (D-N.J.) and Rep. Louis Stokes (D-Ohio) with bipartisan support.

Both the House and Senate approved separate bills last year, but there were some technical differences that proved difficult to resolve. The Senate on May 26 took time out from its debate on ratification of the INF Treaty to give unanimous voice vote approval to the retiree bill cleared by the House earlier that week.

For firms where retiree benefits were not negotiated by a union, the legislation provides machinery for appointment of a committee of retirees to deal with the compa-

Continued on Page 3



Union members rally around rookie fire fighter Lori Moon.

Union brothers to the rescue

Athens, Ohio—AFSCME members are rallying behind Lori Moon, a fire fighter who was ousted by the city one day before her year of rookie probation ended.

The fire chief and mayor contend that Moon—a former paramedic and volunteer fire fighter—just couldn't meet the force's standards. But her union brothers of AFSCME Local 3351 maintain that Moon was fired because of blatant sexual discrimination. The AFSCME local has appealed the case to the city and state civil service commissions and Ohio's Employment Relations Board.

According to city records, Moon consistently received satisfactory remarks on her evaluations and passed all but one section of her final written exam. Moon also proved she could handle the equipment and passed a state-required school.

But she was judged to be uncooperative by a fire captain who cited her sexual harassment complaint against him as evidence of her bad attitude.

Three other fire fighters charged that the fire chief designed test procedures so that Moon would be dismissed and told them he didn't want Moon hired. And Moon's colleagues have praised her work, stressing "she's as qualified as any other fire fighter in the department."

AFSCME is urging Moon's supporters to contact the mayor and press for her reinstatement.

MEMO FROM COPE

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House gives boot to 'lie detectors'

The polygraph is on its way out as a voodoo device to interrogate and intimidate workers and job applicants.

That's the message the House sent when it voted 251-120 for legislation shaped by a House-Senate conference committee from separate bills each body passed. Final Senate approval, also by a veto-proof margin, should come in early June.

The House also adopted the conference agreement on expanding Medicare benefits to protect the elderly from catastrophic health care expenses.

Its 328-72 vote cleared the way for final action by the Senate. Both measures have strong labor support.

The polygraph bill conference agreement carries a bipartisan stamp, even though most House Republicans voted against it. Rep. Pat Williams (D-Mont.), its principal sponsor in the House, was joined by Rep. James M. Jeffords (R-Vt.) in pushing support for the measure over the two-thirds mark.

One-sided vote

The final vote is likely to be even more one-sided in the Senate, where the chief sponsors are Edward M. Kennedy (D-Mass.) and Orrin G. Hatch (R-Utah), who are usually on opposite sides of issues.

Despite compromises made to broaden support, the legislation would still bar most polygraph testing in private employment and set up stringent safeguards for testing that is allowed.

The Administration has been divided, with the Labor Dept. supporting the bill and the Justice Dept. reported hostile. But the risk of a veto seems to have diminished.

A compromise shaped by the Senate Governmental Affairs Committee gave a needed push to a Hatch Act reform bill strongly supported by federal and postal unions.

The Hatch Act, a relic of the 1930s, was intended to shield government employees from political pressures. But its many restrictions on political participation relegated them to second-class citizenship and discouraged even the limited activities that were allowed.

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6/4/88

AFL-CIO Sec.-Treas. Thomas R. Donahue keynotes National Labor-Management Conference in Washington.

Bargaining called foundation for trust

Donahue stresses need for improved industrial relations

By Arlee C. Green

The bargaining table remains the forum where unions and management can best create a relationship, based on trust, that works to improve productivity and resolve conflicts in ways that are fair to both sides, AFL-CIO Sec.-Treas. Thomas R. Donahue told the National Labor-Management Conference.

More than 1,300 participants from business, labor, academia and government attended the three-day meeting sponsored by the Federal Mediation & Conciliation Service, Labor Dept. and the National Association of Area Labor-Management Committees. There were nearly three dozen workshops, with many featuring union representatives on their panels. The union-employer mix was approximately even this year, with greater participation by public employee unions.

In his keynote address, Donahue affirmed the labor movement's interest "in the quest for more productive, more rewarding ways" for human beings to live and work together. Noting that many companies elect to oppose every effort by their employees to join a union, Donahue said it seems ironic "that many of those same companies proclaim a warm desire for 'labor-management' cooperation in order to increase productivity."

Employer schemes aimed at channeling all of workers' loyalty, ideas and energy toward corporate ends don't work, Donahue warned. The search for a "sanitary, one-way communications channel" is a waste of time, he said.

Trust is the essential ingredient in programs of labor-management cooperation, he told the audience. The surest prescription for success of those programs is a mix of "clearly stated positions of the parties, clearly stated goals and a clearly understood approach as to how the benefits will be shared," he said.

Donahue offered three criteria necessary for labor-management cooperation to produce the higher morale, closer cooperation and greater productivity everyone seeks. It should be:

- Structured as an outgrowth of the collective bargaining process—anchored in that process, but moving beyond the forms of contract language.
- A long-term commitment, with the recognition that early efforts will bring about little benefits beyond the growth of trust. Only then in later phases can real progress be made.
- A clear goal of improving work satisfaction, the promise of improved job security and an understanding about how gains will be shared.

Face to face

Not all problems can be settled at the bargaining table, Donahue said, recommending that the institutional representatives of labor and management, such as the AFL-CIO, National Association of Manufacturers, Business Roundtable and U.S. Chamber of Commerce, "talk directly to each other and to government and academic representatives about the question, for example, of human rights as a consideration in foreign trade."

Such a backdrop of cooperation could be useful, he said, "when we next face an issue like notification of plant closings." He said that recent debate on plant closing notification as contained in the trade bill "deteriorated into an argument of near religious fervor—about government dictation and management prerogatives."

Too often, Donahue contended, the positions of "our national employer organizations are reduced to the level of the lowest common denominator, the level at which the meanest, most retrograde employer will sign on, while the big and medium movers of this nation, by and large responsible on these public policy issues, remain silent."

The greater good for workers and employers, for community and nation will be served by the fullest acceptance "of our natural desires to cooperate in productive enterprises, able to provide work which enlarges our dignity and rewards our diligence with a decent share of the profits of our labors," he said.

Safety agency put on ballot in California

Sacramento, Calif.—A labor-led coalition collected more than 700,000 signatures of Californians who want their state Occupational Safety & Health Administration restored, assuring that the issue will be on the election ballot in November for the voters to decide.

The announcement that the initiative petition had qualified for the ballot touched off an ovation by 600 participants at a statewide labor legislative conference here. John F. Henning, executive secretary-treasurer of the California AFL-CIO, said the signature total was nearly double the minimum needed.

Until dismantled by Republican Gov. George Deukmejian's veto of a funding bill last July, California's safety and health program had been a national pacesetter. As a resolution adopted at the last AFL-CIO convention noted, Cal-OSHA established exposure limits for 170 toxic substances unregulated by the federal agency and set more stringent standards for nearly 100 other workplace chemical hazards.

The same pattern of superiority was reflected in its regulation of construction, asbestos removal and farm tools, the AFL-CIO resolution noted.

Greatest error

At the Sacramento legislative conference, State Sen. David Roberti said "no greater mistake" had been made by the Deukmejian Administration.

The delegates made clear by their response that they concurred in that assessment.

Henning said there had been initial concern at the magnitude of the signature collecting task the trade union movement and its partners in the Coalition for a Safe Workplace had undertaken.

But the goal was reached through the work of union members across the state, Henning noted, with participation by some three dozen health, environment and public interest groups that are members of the coalition.

Job security top priority in GE negotiations

New York—Unions representing 70,000 workers at General Electric Co. opened negotiations for a new national agreement, seeking a no-layoff guarantee and job security improvements.

The 14 unions in the Coordinated Bargaining Committee of GE and Westinghouse Corp. unions negotiate over national issues and their members' concerns about local conditions. The committee coordinates bargaining goals and attends all negotiating sessions.

In the opening session, CBC Chairman William H. Bywater told company negotiators that while GE had been lax about job security in the past, now it "can make great strides . . . and negotiate a plant closing moratorium, a no-layoff clause, better early retirement benefits, stronger limits against subcontracting and other benefits and provisions that will make jobs really secure."

Profits up 34%

Bywater, who is president of the Electronic Workers, the largest union at GE, pointed out that over the past three IUE-GE contracts, stockholder dividends have risen an average of 28 percent while after-tax profits have gone up an average of 34 percent.

The unions also will be seeking wage, pension and cost-of-living increases plus improvements in health care and prescription drug plans, he added.

The CBC unions also are seeking a pledge of neutrality from GE in future organizing drives.

The IUE agreement—covering 42,000 workers in 100 plants—will expire on June 26.

Other union agreements with the giant electronics firm expire within a few weeks of the IUE contract.

The 14 unions will open coordinated bargaining with Westinghouse on July 19, for those contracts that will expire at the end of August.

JEC study: Workers take beating under Reagan

Workers have taken a beating during the Reagan Administration's eight years of huge trade and budget deficits, the Joint Economic Committee of Congress concluded.

The JEC's annual report pointed to erosion of real hourly pay and noted that, for the first time since World War II, wages have failed to keep pace with rising productivity.

The committee, comprised of House and Senate members, leveled a blistering attack on the Reagan presidency in a 69-page majority report. It forecast a hard road for the administration that will take office next January.

AFL-CIO economist Arnold Cantor said the document "tells the real story. It lays it out."

"It points up a misguided sense of priorities where working people really have gotten the short end of the stick and borne the brunt of the Reagan recession," Cantor added.

The committee noted predictions by private economists that the nation will soon face another recession.

"Should a recession occur, the federal budget situation would deteriorate rapidly, risking a serious disruption in financial markets given the high baseline deficit," the report said.

It expressed serious concerns about the deficit reduction process and the impact of using surpluses in the social security system to offset the deficit.

"The 1983 (social security) changes were adopted to assure surpluses in the system necessary to respond to demographic and economic trends well into the next century, and not as a back door means of addressing the overall budget deficit," the panel noted.

Foreign borrowing

The nation's deteriorating trade situation came under close scrutiny with the committee noting that growing imbalance has been financed by borrowing from abroad.

The United States, with the largest economy, spends significantly more for defense than any of our allies, including two close trading partners, Japan and West Germany, it said, suggesting those two countries could add significantly to Western security by joining in efforts to address problems of development assistance and Third World debt.

Reducing the twin trade and budget deficits will be difficult, at best, the report said, adding that it "could turn into a real hardship if either the U.S. or world economies were to experience a recession during this period of adjustment."

Last October's stock market crash was cited as a warning signal, and the panel said volatility in both the real economy and the views of forecasters "deepens our concerns about potential problems which could cause major dislocations in the future."

The rate of return for an hour's work in the economy remained essentially flat throughout the 1980's, the document said.

Sen. Paul Sarbanes (D-Md.), committee chairman, noted that a worker can earn more by working longer hours, and a family can increase its income by sending more of its members into the workforce. But he said real compensation—including fringe benefits—has not risen in a decade and has not kept pace with productivity.

Sarbanes also commented on the report's finding that productivity has risen faster than compensation.

"This trend, and the failure to address its implications, will cloud the reasonable expectations of a better life for the next generation," Sarbanes said.

The report pointed out that at the same time income growth was decelerating, income distribution has become steadily more unequal.

"Restoring income growth and improving income distribution constitute serious challenges to future economic policy in this country," the report said.

It cited distorted priorities in which important areas of public responsibility have been neglected such as the nation's infrastructure, research and development, health, education and training and retraining.

Human capital

"Perhaps most important, we face a serious deficit in our stock of human capital, following years of neglect of education and skill-training for the American workforce," the report said.

The nation carries into the 1990s "a deficit in social cohesion which is a major legacy of the past seven years," the report said.

"Through both the recession and the recovery, economic policies have worked to widen the inequalities among our citizens," it said. "Many families have been hard-pressed to make ends meet, while others have experienced generous income growth."

Maquiladora scheme hit for exploiting workers

Laredo, Tex.—The maquiladora concept of twin plants in the United States and Mexico is "a scam and a con job, exploiting workers and communities in both countries," El Paso AFL-CIO President Victor Munoz told a public hearing here.

Munoz testified for the Texas AFL-CIO before the Committee on International Trade Between Texas & Mexico, a state agency. He stressed that the ties of union solidarity link the trade union movements of the two countries.

Trade can be enhanced without "taking advantage of the suffering and poverty found in border communities," Munoz said. The Texas communities bordering the twin-plant areas of Mexico are among the poorest in the United States, he testified. In El Paso, he noted, 30 percent of the workforce earns only the minimum wage.

The maquiladora system has taken industrial jobs away from U.S. communities paying fair wages, Munoz said, adding to unemployment.

Across the border, he noted, worker benefits and health standards required by Mexican law are commonly disregarded by the U.S. firms that operate there.

Toxic wastes are illegally dumped, Munoz charged, spreading water and air pollution on both sides of the border. It has become "a critical health issue."

Munoz told the hearing about women working in electronic plants on the Mexican side of the border who use methylene chloride, a carcinogen, every day without knowing its potential hazards.

"They dip electronic parts in it, they use it on rags. Some wash their hands in it," he testified.

While Mexican law is supposed to guarantee the maquiladoras' workers a share of the profits their work generates, the amounts paid have been so low as to be meaningless, he said.

If the Zenith Corp.'s profit-sharing figures are to be believed, Munoz said, the company made a profit of only 4 cents on each television set sold.

Workers were shortchanged, he said.

Munoz acknowledged the problems that Mexico faces with a massive debt that has depressed living standards and diverted funds needed for public purposes to pay interest costs.

"The U.S. labor movement is seeking solutions that are not built around harsh living conditions for the Mexican worker, nor on destructive trade policies that harm the United States," he testified.

OSHA again delays action on health care worker risks

More than one-and-half years after four AFL-CIO affiliates petitioned the Occupational Safety & Health Administration for an emergency standard on blood-borne infectious diseases, such as hepatitis B and AIDS, the agency still hasn't made a public commitment to issue a rule covering health care workers and others at risk.

OSHA has relied only on voluntary guidelines. It announced last November that it would consider proposing a rule, but now says its next step on an issue which concerns millions of workers is "undetermined."

By OSHA's own estimates, about 250 health care workers die each year after becoming infected with hepatitis B on their jobs. That's more than 400 since the agency's denial of the unions' petition in September 1986 for an emergency standard. In addition, at least a dozen health care workers have been infected with the AIDS virus due to workplace contact with the disease.

President Lenore Miller of the Retail, Wholesale & Dept. Store Union, which represents a large number of health care workers, said she was "dismayed" by OSHA's delay in promulgating a rule.

Miller urged that OSHA make the issuance of a standard covering blood-borne infectious diseases a top priority "because every day of delay costs more lives."

AFSCME Safety Director Jordan Barab stressed that if an industrial chemical were directly tied to so many deaths, "there's no question that there would have been an emergency standard issued."

Barab underscored the need for action, saying "AFSCME thinks, as did OSHA's staff, that there should be an immediate proposal. We suspected that OSHA wasn't moving ahead, but we were distressed to hear that its top policymakers were slowing it down."

Permanent rule needed

Testimony from recent hearings before the Senate Labor & Human Resources Committee revealed that OSHA Administrator John A. Pendergrass in March 1987 rejected a staff scientist's recommendation that a standard be issued based on the overwhelming evidence available to the agency then. Pendergrass chose instead to require the gathering of more information.

Repeatedly asked by committee members to commit the agency to act on setting a standard, Pendergrass refused.

Dr. Susan Harwood, OSHA project officer, testified that Pendergrass's action has delayed issuance of a standard by one year.

Harwood stressed at the hearings that White House Office of Management & Budget ordered OSHA to change the intent of its "advanced notice of proposed rulemaking" so that it requested information "on the need" for a standard, rather than information relevant to reducing occupational exposure to infectious diseases.

The agency's regulatory schedule, which had set issuance of a proposed rule for October 1988, was revised to read "next action undetermined."

New date

The three-day summer meeting of the AFL-CIO Executive Council will open in Washington Aug. 22, not Aug. 23 as had been scheduled earlier, Federation President Lane Kirkland announced.

The federation's General Board will also convene on the third day, Aug. 24, to consider the endorsement of presidential and vice presidential candidates.

East-West union concerns

AFL-CIO President Lane Kirkland and President Toshibumi Tateyama of Rengo, Japan's private sector trade union confederation, sign a joint statement following talks in Washington. Discussions covered structural economic changes occurring in each nation and the heightened interdependence of countries throughout the world. The two leaders agreed that their federations share a common responsibility for improving the conditions of workers worldwide and forwarding the cause of peace.

Unemployment costs higher without notice of shutdowns

Continued from Page 1

pointed to the need for advance notice of plant closings to workers and their communities, like the 60-day notification provision included in the trade measure that President Reagan vetoed.

"With that kind of advance notice, many of these people would have had an opportunity to seek new jobs while currently employed and would likely not have had to draw unemployment insurance," Federation economist John Zalusky pointed out.

Government studies and agency reports continue to bolster the case for advance notice. Surveys by the Labor Dept. and the General Accounting Office showed that two-thirds of laid-off workers receive no advance warning.

The NAS report concluded that "voluntary" notice to workers—as advocated by the Reagan Administration—is not providing workers with the "minimum of two or three months to adjust successfully to job loss."

In vetoing the trade bill, Reagan claimed that advance notice to workers of plant closings would "cost jobs and damage our economic growth."

But both the OTA and the Cornell University surveys disproved that claim, calling business fears of reduced productivity and harm to companies following advance notice "a myth."

Of the 2,020 layoffs in 1,678 firms identified by the BLS survey, about half were attributed to slack or seasonal work, and the majority hit manufacturing workers in durable goods industries—making products expected to last more than three years. In those industries, more than half of the furloughs occurred in electrical and transportation equipment, and nonelectrical machinery production.

Other industries

In the nondurable goods manufacturing sector, the largest number of layoffs occurred in food processing and apparel manufacturing.

Other reasons given for plant shutdowns included change in ownership, completion of contract, and domestic or overseas relocation.

More than half of the layoffs occurred in seven states—Louisiana, Minnesota, New Jersey, New York, Pennsylvania, Texas and Wisconsin, BLS said.

Of those jobless workers initially applying for unemployment compensation, about 40 percent were white males, 15 percent were black, 8 percent Hispanic, and 37 percent were women, BLS said.

Of those workers still jobless after the 26-week unemployment benefit period was exhausted, 19 percent were black, 8 percent Hispanic and 34 percent were women, the study showed.

The BLS mass layoff report is based on information from state unemployment insurance rolls and covers firms at which workers were laid off for at least 30 days, with 50 or more workers filing for jobless benefits in a three-week period.

The 29 states now included in the survey represent 55 percent of the nation's workforce, and the review will cover all 50 states and the District of Columbia by 1990, BLS said.

Congress votes to safeguard retiree benefits

Continued from Page 1

ny. It also establishes procedures for unions and retirees to seek restoration of any concessions when a company emerges from bankruptcy. Another provision protects retirees from being dunned for the cost of health services when a firm with a self-insurance plan doesn't pay its bills.

Summing up, Metzenbaum told his Senate colleagues that the legislation "will prevent companies from using bankruptcy as an excuse to renege on promises they made to retirees."

Recalling the original LTV episode, Sen. John Heinz (R-Pa.) noted that some LTV retirees were "only moments from surgery when they were informed that their health insurance had been cancelled by the company."

The White House gave congressional leaders assurances that President Reagan will sign the legislation into law.

Sending a message

North Carolina union members rally at the Federal Paper Board Co. plant in Riegelwood to protest the hiring of BE&K Construction Co., an anti-union contractor notorious for its strike-breaking activities. The demonstration was organized by the Paperworkers, the North Carolina AFL-CIO and building trades unions. Workers from 16 unions rallied at the plant, calling on Federal Paper to get rid of BE&K.

TRADE BILL: NOT A PARTISAN ISSUE...

THE NATION'S NEWSPAPER
USA TODAY
PUBLISHED BY GANNETT ®

LANE KIRKLAND
An opposing view

It's right to require plant-closing notice

WASHINGTON — President Reagan's veto of the omnibus trade bill, primarily because he objects to its plant-closing notification provision, shows disdain for basic fairness and economic justice.

Requiring advance notice of shutdowns and massive layoffs would harm no one. Management usually knows well in advance that such actions will pose serious economic consequences to its employees, to local businesses that depend on the purchasing power of those workers, and to communities that rely on the company's taxes to maintain essential public services. Under the vetoed bill, if the shutdown or need for a large layoff is sudden and unplanned, no notification is required.

It makes no sense to say that only employers should be privy to knowledge of a shutdown and that everyone else should be kept in the dark. When all is going well, employers rely on workers' skills and output to keep production at a profitable level. Since workers are partners in good times, they have a right to know when bad times loom just beyond the horizon.

Responsible employers do give reasonable advance notice, and experience shows workers and communities are better able to cope with the economic consequences of such action. Advance notice has helped save some endangered plants, and in other cases has helped reduce the trauma and ease the transition through job training, retraining and placement programs.

Moreover, some of the largest corporations currently have advance-notice provisions written into collective-bargaining agreements, proof that managers can live with letting workers and communities know when troubled times lie ahead.

The president's recommendation in his veto message that advance notice be voluntary is no help at all. The employers who will respond to such a call for fairness already have responded, while the nation's worst employers will continue to act without the basic decency the community deserves. And it's the irresponsible employer who "competes" by placing corporate convenience above the human concerns of working people, their community and their country.

The trade bill, with the plant-closing provision, has the overwhelming support of the American people. The immediate response by the House in overriding the veto is clear evidence of that support, as were the overwhelming margins by which the bill originally passed the House and the Senate.

It's now up to the Senate to face the test of basic fairness.

Lane Kirkland is president of the AFL-CIO.

THE WALL STREET JOURNAL

4-25-88

The Outlook

Plant-Closings Quarrel Distorts a Modest Idea

— *WASHINGTON*

This capital's latest cause celebre is something called "plant closings," a provision in the pending trade bill that would require many employers to give their workers and local governments 60 days' notice of plans to close a plant or conduct a widespread layoff.

As is common here, the provision is being blown out of all proportion. Discussions of it are laden with ideological and pseudoeconomic rhetoric characteristic of political debate in an election year.

President Reagan and the business lobbies assert that the entire trade bill should be vetoed if the plant-closings language stays. They call the provision a European-style government intrusion on business that would impair U.S. firms' competitiveness in world markets.

Meanwhile, the Democrats and their union allies contend that the plant-closings measure is a major step toward helping U.S. economic adjustment. They say it's a social reform of such profound importan[ce] that preserving it is [worth] they have fought for yea[rs]

In fact, the plant-closings lan[guage] is nothing more than a modest eff[ort] to make sure that the few companie[s in]clined to do so don't hide plans to clo[se a] plant until the last minute, leavi[ng] workers and communities in the lurch. It is squarely in the tradition of such social reforms as the child labor and minimum wage laws. These act to soften the social consequences of free market decisions and thus permit the market continued public acceptance without the sort of deep government involvement often practiced abroad.

As social reforms go, the plant-closings provision appears fairly minor. According to business and labor, many big companies already offer some form of advance layoff notice. The U.S. Chamber of Commerce opposes the provision, but the group nevertheless says it "encourages" businesses to give advance layoff notices when possible.

The Reagan Administration's own Task Force on Economic Adjustment and Worker Dislocation, which included representatives from General Electric, USX and other major corporations, declared in 1986 that "advance notification to employees and the community of plant closings and large-scale permanent layoffs is good industrial practice." The panel didn't call for writing the idea into law, but it cited evidence that advance notice doesn't hurt productivity.

Furthermore, the idea isn't exactly novel. Most major U.S. trading partners, including Canada, Japan and West Germany, have such regulations already, and they seem to be competing just fine.

In the smoke of ideological charge and countercharge, it's important to note what the plant-closings provision wouldn't accomplish. It wouldn't bar a single closing or layoff. It wouldn't require companies to get worker or government approval to close plants or conduct layoffs. It wouldn't affect companies with under 100 workers, or any company laying off less than a third of its work force, [in]volved.

It merely requires stable companie[s] that know well beforehand of plans t[o] close plants or order mass layoffs t[o] share this information 60 days in ad[-] vance with the affected workers and lo[-] cal governments. That's all.

The provision includes a formid[able] [list] of exceptions. Companies th[at] [are] [bet]ter-[off] [than] [those] for [whom] it might pose [a] financial problems—are exempt. So are those closing plants due to "unforeseeable" business developments, or strikes or lockouts. So are plant closings due to the sale of a business or consolidations within local areas if workers are offered new positions.

Business groups have thrown up a barrage of objections to the provision. They contend that the exemptions aren't broad enough and that the need to give advance notice of a closing would somehow thwart expansion at many businesses and drive weak firms into bankruptcy.

But these arguments hide a deeper reason employers and the White House are fighting what amounts to a simple industrial practice that business concedes has merits. They fear that the plant-closings measure will somehow set a precedent for further "labor engineering" by the government. They are worried, too, about litigation and bureaucratic restraints.

There are many items in the trade bill will indeed affect America's ability to compete in world markets, but the plant closing measure isn't one of them. And it is strange indeed that the fate of the massive bill is turning on language that has nothing directly to do with trade. The ideological debate over the provision doesn't bode well for the ability of the nation's leaders to grapple with the really important economic issues that America surely will face in the years just ahead.

—WALTER S. MOSSBERG

Advance Worker Notice Of Plant Closing

Canada	1 to 16 weeks, depending on case
Germany	30 days after notifying government
Britain	Up to 90 days, depending on case
France	2 to 14 weeks, depending on case
Sweden	Varies, depending on case
Japan	"Sufficient" advance notice

Source: Secretary of Labor's Task Force on Economic Adjustment and Worker Dislocation, December 1986

In fact, the plant-closings language is nothing more than a modest effort to make sure that the few companies inclined to do so don't hide plans to close a plant until the last minute, leaving workers and communities in the lurch. It is squarely in the tradition of such social reforms as the child labor and minimum wage laws. These act to soften the social consequences of free market decisions and thus permit the market continued public acceptance without the sort of deep government involvement often practiced abroad.

It merely requires stable companie[s] that know well beforehand of plans t[o] close plants or order mass layoffs t[o] share this information 60 days in ad[-] vance with the affected workers and lo[-] cal governments. That's all.

...IT

Dear Senators Cranston and Wilson:

Dear Senators Moynihan and D'Amato:

Dear Senators Eton and Kemp:

The Trade Bill Isn't a Partisan Issue...
It's a People Issue

We know. We're New York workers who lost our jobs with little or no warning.

If America had a trade policy that provided workers and their communities with some advance notice of a major plant closing, workers like us may have had a chance to save our jobs. At the very least, our families and our communities would have been better prepared to deal with the devastating economic, emotional and social consequences which accompany major plant shutdowns.

Unfortunately, America doesn't have such a policy. As a result, thousands of workers throughout the country are experiencing the wrenching agony of job loss with little or no warning.

Congress has worked for more than three years on the development of legislation that would establish a national trade policy. The legislation includes a modest provision requiring companies with prior knowledge of an imminent shutdown or layoff affecting more than 100 employees to provide a 60-day notice to those workers and their communities. It covers all workers—both blue collar and white collar.

A few weeks ago, the House of Representatives and the Senate, reflecting the American people, put the finishing touches on this massive effort by giving overwhelming approval to the trade bill in a dramatic display of bipartisan unity. Contrary to the will of Congress, the wish of the people and America's basic sense of fairness, President Reagan vetoed the legislation last week.

In response, the House of Representatives immediately voted to override the President's veto. Now members of the Senate face an important decision that will have a major impact on working people, their communities and their country.

- Senator Moynihan, you voted for the trade bill before and we would hope that you will once again voice your support for this important legislation.
- Senator D'Amato, you voted against the trade bill. We hope you will see fit to change your vote and show your support for New York workers.

It is hard to understand how a provision that simply requires companies to provide a 60-day notice before a major plant closing could stand in the way of such important legislation. On the basis of fairness alone, workers have a right to know about decisions that dramatically affect their livelihoods and that of their families and communities.

The horror stories of workers who have lost their jobs with little or no warning have become painfully familiar across America in recent years. New York has not been immune from the pain. We know. We've experienced that pain. Like thousands of other New York workers, we lost our jobs with little or no advance warning.

We know that a Presidential veto frequently produces a partisan response. But this is not a partisan issue. Both the House and the Senate have already demonstrated this.

When you cast your vote on the President's veto of the trade bill, you should remember that this is not a partisan issue. Above all else, it is a people issue.

Wilfred Mendez
Fairchild Aircraft
Long Island, New York
Closed November 1987

Hank Schrenko
O. M. Edwards Co.
Syracuse, New York
Closed September 1987

New York State AFL-CIO

These ads, signed by workers who never got advance word on their plants shutting down, were published in newspapers in New York, Nebraska and California . . .

...S A PEOPLE ISSUE

ILO Director Gen. Francis Blanchard focuses on worker rights issues.

ILO director bolsters drive for worldwide worker rights

The consciousness of the American people needs to be aroused to foster democratic principles and worker rights in all nations, according to the head of the International Labor Organization.

ILO Director Gen. Francis Blanchard told a Washington meeting of the United Nations Association of the United States, cosponsored by the AFL-CIO, that without U.S. support "our efforts to achieve progress in the areas of workers' rights and human rights in general are bound to be reduced."

"In some countries such basic rights as the right to organize and form trade unions, the right to freedom from forced labor or discrimination are quite simply trampled underfoot," Blanchard said. "In others, the violation of such rights, or their nonobservance, is much more subtle or sophisticated."

Blanchard said that regardless of how flagrant or subtle the violation, they should be highlighted with a view to bringing them to an end.

He said more needs to be done to raise the consciousness of Americans to "the necessity of instilling in all nations a real awareness of democratic principles and of the basic need to respect these principles which are the very foundation of development and prosperity."

Blanchard noted that protection against government interference in the right to form or join a trade union and to exercise free trade union rights is "a true cornerstone of the ILO."

More than 1,500 complaints of trade union violations have been received since special procedures were established in 1951, Blanchard said, and 60 to 70 cases are before the ILO Committee on Freedom of Association at any given time.

Union rights violations

He said that sometimes these have involved allegations affecting an entire trade union movement in a country such as Argentina, Uruguay, Chile, Spain, Greece and Poland. Currently, very substantial cases are pending before the committee concerning Chile, Columbia, Panama, Turkey and Nicaragua, he said, and in Nicaragua and Panama, mainly employers' organizations have come under attack.

"I am constantly intervening with governments concerning the detention of trade unionists, the removal of their passports and other kinds of interference in legitimate trade union activity," Blanchard said, noting that in too many cases progress is slow.

Pointing to Greece, Spain, Portugal, Argentina and Uruguay, he said "it was only when these countries experienced a radical change in regime, that previous intensive ILO action in these countries had any marked effect."

Blanchard spoke of the many difficulties in gaining progress for a minimum fair labor standard, such as the labor-backed provision to the U.S. trade bill or efforts to have worker rights clauses inserted in international trade agreements such as GATT.

Curb on 'lie detectors' wins House approval

Continued from Page 1

The Senate committee voted 8-3 for endorsement of a bill allowing federal and postal workers to take part in most political activities—when they are out of uniform and off the job.

A stronger bill that passed the House 305-112 last November would have eliminated all off-the-job restrictions.

The new Senate version bars federal workers from running for partisan office or soliciting campaign contributions except for the political action committees of their unions or employee associations.

Both versions would continue to protect workers from political pressure from their bosses or the party in power.

Teachers find reforms fall short of expectations

Education reforms proposed in a 1983 presidential commission's report, "A Nation at Risk," have not lived up to their promise, a survey of public school teachers found.

But an independent report by the Rand Corp.—commissioned by the Education Dept.'s Office of Educational Research & Improvement—commended teachers' unions for their efforts in working to improve the nation's schools.

More than 70 percent of the 13,500 teachers surveyed by the Carnegie Foundation for the Advancement of Teaching gave school reform a barely passing "C" grade, with most noting that education reforms had improved student achievement but had not improved teaching conditions or morale.

"Teachers feel they've been had on the promises of professionalism," Teachers President Albert Shanker said.

But the Rand report, "Teacher Unions & Education Reform," recognized "the positive roles teachers' unions have played in educational reform" and contradicts charges by Education Sec. William J. Bennett that unions have been "a major obstacle" to reform, Shanker said.

The report noted that teacher unions on the national, state and local level responded differently to school reform, "but in no case did the organizations wage an all-out campaign to block reform proposals they viewed to be against their interests."

Union-initiated reforms

The Rand study stressed that "district-level, union-initiated reforms can only be successful in places where the union is strong enough to risk change. That means that traditional bread-and-butter items—like clean, safe classrooms and high-quality teaching materials—have to be secured," Shanker pointed out.

Local organizations tied their endorsement of education reforms to their demands for improved working conditions, including class size limits and curbs on "out-of-field" teaching assignments, the report said.

While policymakers and education officials "have viewed career ladders and other forms of performance-based compensation as a substitute" for these classroom improvements, generally "rank-and-file teachers will not support such tradeoffs," it added.

The government study pointed out that the AFT moved quickly "toward a position of leadership in shaping new approaches to teacher professionalism."

The Rand report examined ways in which unions have sought more professional teaching conditions through collective bargaining, the unions' response to reform initiatives at the national, state and local levels, and ways in which union activities could help restructure the teaching profession.

Highly organized

More than 80 percent of the nation's elementary and secondary school teachers are members of the AFT or the unaffiliated National Education Association, and more than 60 percent are covered by collective bargaining agreements.

The Rand report declared that the activities of teacher unions have become a "critical factor in determining the direction American public education will take over the next decade."

"Although recent initiatives to improve the professional status of teachers have assumed that such gains will be made largely through the political process, collective bargaining can also serve as a vehicle for furthering that objective," it added

The Carnegie study, "Report Card on School Reform: The Teachers Speak," noted that a majority of teachers surveyed believe they have been bypassed by the reform effort, that teaching conditions have worsened, and that "teaching is a grueling, thankless job."

While two-thirds of those teachers surveyed point to higher student achievement in mathematics and reading as good news in education reform, teachers also must tolerate a greater paperwork and nonteaching burdens and "political interference in education," Shanker noted.

While 59 percent of those surveyed believed that salaries were better now than in 1983, when the "Nation at Risk" report was issued, only 25 percent said they believed community respect and support for teachers had increased.

Unionists in the news

Dan O'Grady is the new director for legal services for the AFL-CIO's Union Privilege Benefit Programs. O'Grady is a former legislative representative for the Clothing & Textile Workers and the AFL-CIO Food & Allied Service Trades Dept. The legal services plan aids millions of union families through hundreds participating law offices and is now the nation's largest low-cost or free member legal program . . . .

AFL-CIO Sec.-Treas. **Thomas R. Donahue** received an honorary doctor of laws degree from Manhattan College during commencement ceremonies in Riverdale, N.Y. He is a graduate of Manhattan and Fordham University law school. In accepting the honor, Donahue told the graduates to search for ways "to express the principles you have learned here. . . . You will find the way in which you can add your voice to the chorus of decent Americans speaking out for a more just society, for a more caring society, for a society that might come closer to the ideals of social justice," he declared . . . .

The Machinists Union Racing Team collected $247,131 in the Indianapolis 500 race Memorial Day weekend, as drivers **Kevin Cogan** finished 11th and **Rich Vogler** ended up 17th after crashing late in the race. The IAM cars sported the Union Yes logo . . . .

The New York chapter of the Labor Council for Latin American Advancement honored Presidents **Gerald McEntee** of AFSCME, **Jay Mazur** of the Ladies' Garment Workers, and **Sandra Feldman** of Teachers Local 2 at a evening reception during LCLAA's spring board meeting . . . .

Stock plans approached cautiously

Providing 'damage control in an era of plant shutdowns'

Unions look at employee stock ownership plans from a pragmatic rather than an ideological viewpoint, AFL-CIO Economist John L. Zalusky told the ESOP association convention.

Worker ownership is not a trade union goal, Zalusky stressed, although many employees participate in some form of stock ownership plans. But he said the ESOP concept can be a useful collective bargaining tool and provide "damage control in an era of plant shutdowns, takeovers and wholesale export of U.S. manufacturing jobs."

He cited as an example of worker ownership to save jobs the employee buyout of Chase Brass in Cleveland by members of the Machinists and Office & Professional Employees, to create the new North Coast Brass & Copper Co.

After determining that a shutdown could be avoided with new capital investment that the parent firm was unwilling to provide, the workers agreed to generate needed capital through temporary wage concessions—but without risking their pensions or savings.

They obtained a bank loan and line of credit, Zalusky noted, hired management and established a board of directors with four union representatives, two members from management and three jointly chosen outside members.

Misuse of ESOPs

But Zalusky pointed out that "stock ownership plans, like profit sharing plans, have been used by some employers to frustrate union representation," the most common form of worker participation.

The ESOP convention also heard James W. Smith, assistant to Steelworkers President Lynn R. Williams, discuss the care with which his union approaches the issue of plant ownership by workers as a means of saving or restoring jobs.

"It is up to the membership to decide whether they are willing to make an investment in their company and their jobs through a stock program or other means of reducing current wages and benefits," Smith noted.

The USWA position, he said, is that "we are willing to support the deferral of a portion of current labor costs to some future period, but do not want to participate in straight givebacks."

He stressed that the union makes sure its members know that an ESOP investment is a risk, that "in some cases the effort is not successful" and the stock the workers acquired through their concessions may have little or no value. But the union tries to minimize the risk, Smith said, by its careful evaluation of the plant's prospects and the use of professional consultants.

"The most successful ESOPs involve a high degree of employee participation," and the USWA "strongly supports this approach," Smith said. But "more needs to be done to make ESOPs an even better vehicle to save jobs," he urged.

Obituaries

Joe Evans, a longtime staff member of the AFL-CIO, died of cancer May 28 in Arlington, Va. He was 70. Evans joined the CIO staff in 1946 after working in the Pennsylvania coal mines and became purchasing agent for the federation in 1966. Services and burial were held in Pittston, Pa. Evans is survived by his wife Doris . . . .

John D. House, a founding member and retired education director of the Rubber Workers, died May 22 in Akron, Ohio. He was 83. House was first president of URW Local 2 and joined the URW staff in 1945.

AMERICA'S NEEDS

ADVANCE NOTICE

When Plants Close

From a briefing paper on plant closings by the Economic Policy Institute.

Available evidence overwhelmingly shows that providing workers with advance notice of layoff generates substantial benefits to displaced workers, their families, local communities, and the economy in general. These benefits vastly outweigh any reasonable estimate of costs.

By shortening the duration of unemployment after layoff, advance notice stems the loss of worker incomes and saves the economy unemployment benefits and social costs we would otherwise have to pay.

Advance Notice and Adjustment

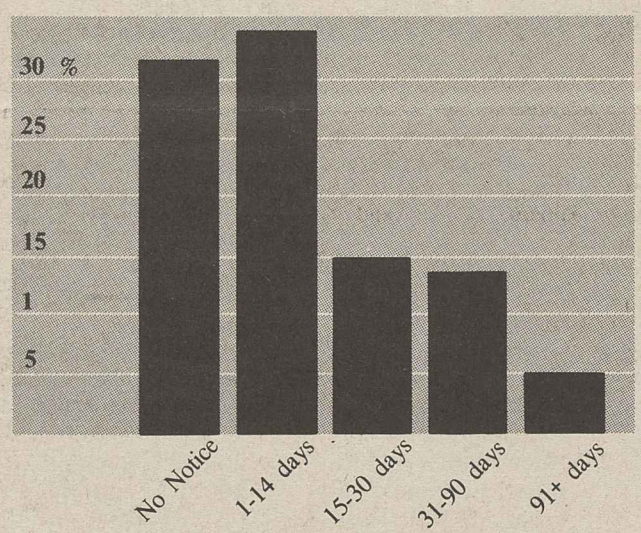
The goal of any adjustment policy must be to facilitate the rapid re-employment of dislocated workers in appropriate jobs. Successful adjustment means that there is limited or no unemployment experienced between jobs and that new jobs fully utilize dislocated workers' skills and allow them to maintain, as best as possible, their prior standard of living. A successful adjustment process also involves limiting income loss during the transition.

The necessary ingredient in all of these efforts is *time* for planning, for implementation, and for recruiting. And, above all, time for the individual worker to develop his or her individual strategy for re-employment. Thus, the need for *advance notice.* As a recent Office of Technology Assessment (OTA) report noted:

"The best time to start a project for displaced workers is before a plant closes or mass layoffs begin; advance notice makes early action possible.

"Some of the advantages of early warning are: 1) it is easier to enroll workers in adjustment programs before they are laid off; 2) it is easier to enlist managers and workers as active participants in displaced workers projects before the closing or layoff; 3) with time to plan ahead, services to workers can be ready at the time of layoff, or before; and 4) with enough lead time, it is sometimes possible to avoid layoffs altogether."

Advance Notice: Current Business Practices



Source: General Accounting Office

The report of the Secretary of Labor's Task Force on Economic Adjustment and Dislocation stresses that "advance notification is an essential component of a successful adjustment program."

Recent reports by business organizations such as the Conference Board and the Committee for Economic Development also point out the importance of advance notice:

"Companies should provide as much notice as possible of decisions affecting jobs, particularly in cases of plant closings, work transfers, or automation. Advance notice allows employees the time to adjust, and management the time to plan and implement moves in a way that minimizes hardship.

"Companies should also take steps to notify the local community and state agencies of pending plant closings in order to allow time for a coordinated response.

"Both survey and interview participants note that advance notice is beneficial to employees and is an essential element in a plant closure program. . . . Notice is also critical because a functioning plant is, perhaps, the program's single most important resource."

Advance notice of an impending layoff is beneficial for other reasons as well. Notice provides time to explore alternatives to layoffs or to attract new owners or negotiate a worker buyout.

Business Practices

Actual business practices fall far short of what is needed to give workers time to adjust. The most in-depth study of notice practices is offered by the General Accounting Office (GAO). The GAO surveyed large establishments (those with 100 employees or more) which experienced a mass layoff or plant closure in 1983 and 1984.

The GAO survey found that the median length of notice provided to workers was seven days. The median notice to white collar workers was greater—14 days. Union blue collar workers also received greater than average notice—14 days. The median notice for nonunion blue collar workers was just *two days.*

Nearly one-third of the establishments experiencing permanent layoffs provided no notice to their workforce and nearly two-thirds provided two weeks or less notice. Further breakdowns by occupation and type of layoff (job loss or closure) indicate that the vast majority of establishments provided less than a month's notice to their blue or white-collar workers even when a full facility closure was contemplated.

The Costs

Those who oppose a legislated notice requirement have contended that mandatory notice is a burdensome government regulation that is harmful to business. In particular, opponents frequently claim that productivity will fall after notice is given, thus harming the company and speeding a shutdown. All the recent serious studies, however, contradict this assertion. Indeed, many note that productivity has frequently *risen* following a notification of a closing.

For instance, the Conference Board study reports that company managers responsible for closure believed that "advance notice, combined with generous severance plans, reduces pressure and anxiety, generates good will, and contributes to improved productivity."

Likewise, the Labor Department Task Force reports that "many of the fears regarding advance notification have not been realized in practice. In this regard the Task Force found no evidence that productivity is adversely affected during the notification period."

The OTA report examines other claims that advance notice is burdensome. Regarding the potential loss of customers and increased credit pressure, OTA reports that "it is difficult to find actual occurrences of customer or creditor desertion following notice" and that "while loss of credit is a potential problem for firms, advance notice can benefit creditors and customers." Moreover, OTA cites evidence that dire financial emergency seems to be an infrequent factor in plant closings and large layoffs. OTA concludes that "it is more difficult to find evidence of the costs than evidence of the benefits of advance notice."

Thus, all of the impartial reviews of the advance notice issue have concluded that the costs of notification requirements are minimal.

In sum, any fair-minded evaluation of the evidence suggests that the benefits of advance notice requirements are substantial and that they vastly outweigh any costs.

AFL-CIO news

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MEMO FROM COPE

Senate '88: Gains Possible?

The smashing success of Democrats in 1986 U.S Senate races is a tough act to follow. They scored a net gain of eight seats, turning the Senate around from 53-47 Republican to 55-45 in their favor. (It slipped to 54-46 when Nebraska's GOP governor appointed Republican David Karnes to complete the term of Democrat Ed Zorinsky, who died early in 1987.)

Nobody's expecting eight more this year, but it's no pipe-dream to look for further Democratic pick-ups. This is based on the far larger number of seats the GOP must defend that reasonably can be viewed as marginal or close to it. Some are held by GOP moderates, most by conservatives.

Even one of the few Democratic-held seats that might weigh in as marginal is now held by retiring conservative Sen. John Stennis (Miss.). And, if Stennis is succeeded by Democratic nominee Rep. Wayne Dowdy, this would be a net pick-up in terms of votes on key issues.

The following chart lists moderates and conservatives in Senate races, most of which are truly marginal but for a few of which you've got to stretch the definition. All but Stennis are Republicans.

State	Incumbent	% Won 1982	AFL-CIO 'Right'	Record 'Wrong'	% 'Wrong'
California	Pete Wilson	52	9	61	87
Delaware	William Roth	55	52	221	81
Indiana	Richard Lugar	54	20	173	90
Minnesota	David Durenberger	53	64	81	56
Missouri	John Danforth	51	59	134	69
Mississippi	John Stennis**	64	109	239	69
Nebraska	David Karnes	(appointed)	1	8	89
Nevada	Chic Hecht	50	4	70	95
Rhode Island	John Chafee	51	88	104	54
Utah	Orrin Hatch	58	20	167	89
Vermont	Robert Stafford*	50	151	108	42
Virginia	Paul Trible*	51	11	62	85
Washington	Daniel Evans*	55	14	48	77
Wyoming	Malcolm Wallop	57	15	175	92

** Retiring Republican*
*** Retiring conservative Democrat*

A Pity the President Missed This

Following is the narration done by TV essayist Jim Fisher on the PBS MacNeil-Lehrer news hour recently. The words were accompanied by dramatic video from the 1930s. Fisher not only evoked the sadness and unfairness of overnight plant closings—he provided a brief, though solid, lesson on the need for unions and what unions have done for the nation.

It's a shame the President didn't see and hear this before he decided to veto the trade bill. The Fisher narration:

Last week, the final Olds Firenzas and Buick Skyhawks came down the line of Kansas City's Leeds General Motors Assembly Plant. These were the so-called J-Cars, introduced with a blast of publicity a few years ago, cars GM said that would reclaim its market share from Honda, Mazda and Toyota. They didn't.

So one afternoon in early spring, the Auto Workers came out of the 59-year-old plant, lunch buckets and thermos bottles in hand—working men and women who that morning had held a good job. By shift's end they were out of work. GM had closed the plant—poor sales. On the surface, just another plant shutdown—a tick on the downward line, charting the de-industrialization of America, a closing that made only the local papers and the six and ten o'clock news.

Plant closings in this country have become that common. Yet Leeds isn't just another plant—it's part of American history, a history that's in your wallet or purse. Do you get a decent pay check? Fringe benefits? Pension? Medical? Does your employer treat you with a fair amount of respect? How about a paid vacation?

Sure you say, but what does this old plant have to do with it? Well, a lot of what we take for granted sprang directly from what happened here in 1936, in 1937 and at other plants, in Flint, Mich., and Cleveland. What happened that winter was unique. American auto workers sat down—literally. They refused to leave GM plants until they had a contract. GM reacted with goons and tear gas and strike-breakers.

For two months the country watched the siege and that was what it was—a standoff with wives and sisters running through police lines to deliver food and water. Workers weren't supposed to act like that. They were supposed to leave the premises, go on strike and let the bosses hire other workers, then starve slowly.

But the auto workers didn't leave and in February, 1937, the United Auto Workers had a contract and a new national president—Homer Martin, a Baptist preacher who left his church right here in Leeds to go to work in the GM plant next door and organize.

Quite simply, what came out of that sit-down strike was what we expect in our paychecks and how we are to be treated in the workplace. Take a man to the door of a plant, show him a group of men huddled outside waiting to work, then threaten to fire him for wanting to go to the bathroom—unthinkable today, but that happened here in Leeds and at other auto plants until the workers sat down and said they weren't moving.

From the freeway you can see the Leeds Plant—silent and empty except for a maintenance crew, just an old plant expendable in this day of robotic welding and imported cars.

No plaque marks what happened here, but still it's worth a look and remembering if only for a minute, Homer Martin and those auto workers who all those years ago had had enough and who sat down on bench seats destined for Chevrolets and put money in all our pockets.

Sign of the Times?

One of the major "new right" political action committees declared bankruptcy recently—another sign that the ultra-conservative movement is well past its salad days.

The chairperson of Fund for a Conservative Majority, Robert C. Heckman, acknowledged this when, announcing the bankruptcy, he said: "It is no secret that the last few years have been tough ones for conservative organizations."

At its peak, the fund was a key political player among "new right" PACs, raising $5.1 million to help President Reagan win in 1980 and another $5.4 million for his 1984 campaign.

Other once-potent rightist PACs also have come on hard times—among them the National Conservative PAC which, in its prime, pulled in more than $12 million in an election cycle.

Talk About Insecurity!

If you want a job that for sure will be no more than temporary, get elected as a local official in Nebraska. Once you do, you can count on a citizens' recall movement to oust you.

Because recalls have become so common in the state, one town—Alliance—had three mayors in 32 days. The incumbent was recalled after being charged with using official stationery for personal business. His successor was recalled 29 days later for refusing to fire the city manager. Within days, petitions were on the street to recall *his* successor. They fell just short of the required number of signatures. (Citizens made up for *that* failure by booting a town council member.)

In recent months, 76 elected local officials in Nebraska have been targets of recall efforts. So far, 16 have got the ax.

Why so many recalls? Because it's so easy to get one going. All you need to start the process is signatures of one-third the number of voters in the last election. In small communities, you can round up that number just among family and friends.

Lest Folks Forget . . . Polls Aren't Votes

Immediately after his presidential nomination in 1984, Walter Mondale was within a few points of Ronald Reagan in the polls.

He lost by 18 points.

In 1972, George McGovern wasn't exactly crowding Richard Nixon in the polls on the heels of his nomination, but he was within shouting distance.

He lost by 23 points.

On the other side of the coin, at the time of his nomination in 1968, Hubert Humphrey was so far behind Richard Nixon in the polls that survey-takers were predicting—tongue-in-cheek, to be sure—the first absolute shutout in presidential election history.

Humphrey came within a point of victory.

These timely notes are offered as reminders that polls this far in advance of an election are not something to bet the mortgage money on.

Right now, five full months before November 8, polls show Michael Dukakis—the all-but-certain Democratic presidential nominee—opening up a substantial lead over George Bush, who's already locked up the GOP nomination.

The Bush camp might be disturbed by what polls show, but it hardly has sunk into the slough of despair. And the Dukakis apparatus might be encouraged by surveys, but it's not making plans for the inaugural ball on their basis.

The polls now being taken and publicized, it should be pointed out, are measuring sentiment among a voting public as yet unengaged in the presidential campaign, and still several months away from fascination with it. At most, the findings are straws in the wind that can be blown all over the lot between now and November by events, issues, trends and personalities.

So, take neither heart nor hurt from them. Unlike people, polls don't vote.

Where the Voters Are

A Congressional Quarterly tally traces the nation's shifting population patterns in terms of electoral votes.

After the 1960 reapportionment, the 13 western states cast 17 percent of the electoral votes in presidential elections. This compared with 27 percent for the South and 28 percent for the Midwest and the East.

But after reapportionment based on the 1980 census, western states will cast 111 of the 538 electoral votes in November, 21 percent of the total. The South, with 155 votes will cast 29 percent of the electoral ballots.

The Midwest with 137 and the East with 135 votes will each cast approximately 25 percent of the electoral ballots.

AFL-CIO news

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UNION YES

Trade bill veto fails to halt drive for plant closing notification law

By David L. Perlman

The Senate's failure to override President Reagan's veto put a question mark over the future of trade legislation but left no doubt whatsoever that America's unions will continue the battle for a plant closing notification law until it is won.

That may require changes in the Senate, the White House or both. While the House overrode Reagan's veto on a 308-113 vote, the Senate fell three votes short of the two-thirds needed.

A parliamentary maneuver by Senate Majority Leader Robert C. Byrd (W.Va.) kept alive the possibility of overriding the veto later in the session through a reconsideration vote.

The Senate minority that stayed with Reagan voted against "basic American values of fairness and decency" and flouted the public will, AFL-CIO President Lane Kirkland charged.

He cited a nationwide Washington Post-ABC opinion poll at the time of the veto that found 83 percent of Americans believe in the fairness of the trade bill's requirement for a 60-day notice of plant closings and major layoffs. Kirkland termed it "inexplicable—legislatively, politically or otherwise—that the Administration does not."

Clear position

Kirkland reiterated the policy adopted by the AFL-CIO Executive Council that the federation will not participate in any attempt that may be made in the remaining months of Congress to put together a substitute trade bill without a plant closing notification.

There are desirable features in the vetoed bill apart from the plant closing provision. But Kirkland stressed that "the AFL-CIO will not support a trade bill stripped of a conscience and blind to the community miseries caused by shutdowns planned and executed in secret."

Fully aware that the effort was steeply uphill, the AFL-CIO and allies including mayors and governors across the country mounted a major effort to switch the three votes needed to override Reagan's veto.

Three recruits were needed from the group of 35 Republicans and Democrat William Proxmire that had voted against final passage of the trade bill.

When it was obvious that positions had not changed on the issue, Byrd voted against overriding the veto so that he would qualify to move for reconsideration before the vote became final. He did so, but deliberately refrained from putting his motion to a vote. Byrd's expressed hope was that, as the session went on, some of the senators who stayed with the President might decide that the vetoed bill was better than having no trade bill or the type of substitute bill that might be enacted.

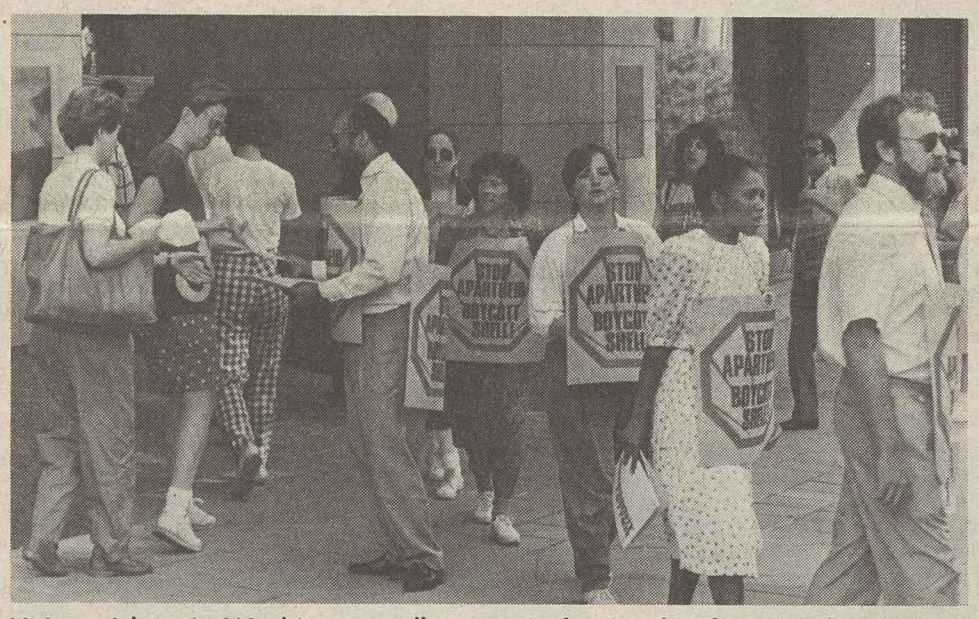
"We'll have another chance to override the President's veto," Byrd told the Senate.

The three-year battle to enact trade legislation has been a frustrating struggle by Congress to deal with an Administration that has consistently resisted attempts to

Continued on Page 6

Grueling job

A first-place prize in the Fire Fighters media contest was awarded for this photo of Lt. Jimmy Martens of IAFF Local 825 in New Haven, Conn. It was shot by Kirby Kennedy of the New Haven Register.



Union pickets in Washington rally support for South African strikers.

South African strikes focus world spotlight on injustice

Johannesburg—Despite a government ban on union and political activity, South Africa's two major labor federations triggered a three-day nationwide protest against government legislation to crack down on black trade unions and to focus world attention on apartheid.

More than two million black workers stayed away from their jobs, with participation in the strike estimated at 80-90 percent in Soweto and Johannesburg, an independent monitoring group said. The country's seven auto plants shut down just before the protest and grocery chains reported absenteeism of 70-99 percent.

In Washington, union members rallied support for the South African strikers.

A Toyota Corp. plant in Durban, South Africa's third largest city, tried to reopen on the third day of the walkout but remained shut when none of the 5,000 workers reported for work.

The union protest, spearheaded by the

Continued on Page 3

OSHA proposal marred by buckshot standards

Chemical limits gloss over 'worst toxins'

By Arlee C. Green

A proposed Occupational Safety & Health Administration regulation to set or lower worker exposure limits for about 400 hazardous chemicals is "misdirected" and lacks needed air monitoring requirements, the AFL-CIO warned.

OSHA's proposal doesn't focus on the "worst toxins in the workplace," the federation said, charging that the agency aimed for "quantity instead of quality." It also fails to cover millions of workers in maritime, construction and agricultural industries.

The federal safety agency has not based its update on the "recommendations of the government agency created and designed for this purpose—the National Institute for Occupational Safety & Health." NIOSH exposure limits for most substances are more stringent than those OSHA accepted from the American Conference of Governmental Industrial Hygienists, a private industry-influenced association.

OSHA will open public hearings on the standard July 20.

The proposal would give employers up to four years to comply with the regulation after it is adopted. Instead of updating toxic substance controls, the proposal delays improved protections for four more years, allowing employers to force workers to wear face masks, rather than requiring employers to immediately reduce toxic exposures, the federation pointed out.

OSHA plans to allow employers the option of complying with the proposed standard through the use of engineering controls, work practice controls or respirators. Most employers will opt for the cheapest method of compliance—the use of ill-fitting paper masks or uncomfortable full-face respirators—rather than installing controls to reduce the concentrations of toxic chemicals.

Wrong approach

In a letter to Labor Sec. Ann McLaughlin last February, AFL-CIO President Lane Kirkland expressed labor's objections to OSHA's standard-setting approach, noting that the private association provides scant documentation for its standards process and no public record of its proceedings. Further, it makes no substantial determination of actual worker health risks in developing its recommendations.

Dr. Franklin Mirer, safety director for the Auto Workers, called the OSHA proposal a "scatter-gun approach" that makes small changes in regulations, while possibly foreclosing rulemaking on more dangerous chemicals.

Steelworkers Safety Director Michael Wright expressed concern that legal action by the chemical industry could tie up the proposal for years. The USWA prefers that a labor-industry coalition create guidelines that would be less vulnerable to litigation, he said.

Even the ACGIH opposes the use of its exposure guidelines for legal standards. ACGIH Chairman Vernon I. Carter, in a Mar. 1, 1988, policy statement, said that "threshold limit values (are) recommenda-

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100,000 in northeast states win raises in ILGWU accord

New York—A tentative agreement covering 100,000 Ladies' Garment Workers calls for a 12-percent wage increase over three years and a first-time parental leave provision at closing plants in the northeastern states.

The settlement—which replaces a contract that expired May 31—also provides for increased employer contributions to health and welfare programs and a prescription drug plan, increases holiday pay and lengthens bereavement leave.

The contract covers workers in the blouse industry, members of ILGWU 23-25, with employers represented by two groups, the National Association of Blouse Manufacturers and the Greater Blouse, Skirt & Undergarment Association. Knitwear workers—members of ILGWU Local 155—and the United Knitwear Manufacturers' League also are covered by the agreement.

Last month, 10,000 members of ILGWU Local 89-22-1, the New York Coat, Suit, Rainwear & Allied Workers Union, and other outerwear workers in New Jersey, Pennsylvania and other states, reached a similar agreement.

Agreements also were reached earlier cov-

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AFL-CIO LEGISLATIVE ALERT!

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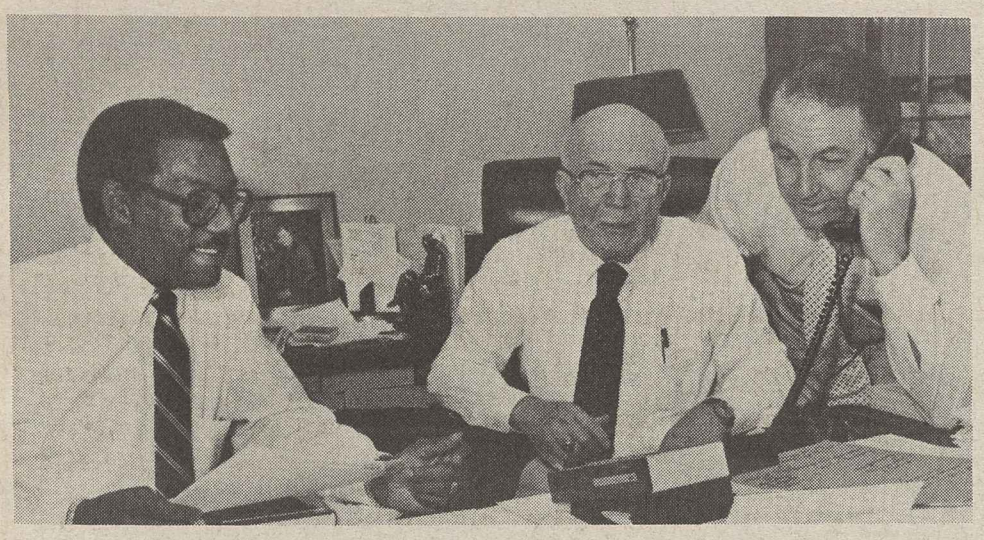


Minimum wage call-up

Office of House Education & Labor Committee Chairman Augustus F. Hawkins (D-Calif.) is the Capitol Hill link of an AFL-CIO conference call to spur grassroots lobbying in support of an effective minimum wage bill. Hawkins, center, is the bill's sponsor. Rep. Pat Williams (D-Mont.) is on the phone to union leaders in 14 key southern states. AFL-CIO Legislative Director Robert M. McGlotten, left, coordinated the congressional calls. Other AFL-CIO departments participated from the federation's headquarters. (Minimum wage issue explored on Page 7.)

Congress expands Medicare to cover 'catastrophic' costs

Congress gave final approval to a hotly debated but widely supported expansion of Medicare to cover catastrophic health costs, clearing the legislation for the President's signature.

The Senate's 87-11 passage of the labor-endorsed bill came less than a week after a 328-72 vote by the House. The measure provides unlimited hospital care for persons covered by Medicare, instead of the present 60-day limit for each illness.

Starting in 1990, it will set an annual limit of about $1,400 a year for out-of-pocket payments for Medicare-approved doctor charges. In 1991, the program will also cover 50 percent of prescription drug costs over $600.

The range of added benefits includes up to 38 days of continuous home health care, unlimited hospice care, payment for mammography examinations to detect breast cancer, and visiting health aides to provide short-term "respite" for persons caring for Medicare patients at home.

These improvements would all be paid for by raising the monthly premiums for physician charges and outpatient services that virtually all Medicare recipients have deducted from their social security benefit checks. In addition, the 40 percent of Medicare recipients with sufficient income to be taxed would pay an income tax surcharge. For those in the highest brackets, this could go as high as $1,050 a year by 1993.

But even those who pay a surcharge will receive better protection than they are likely to get under most commercial "medigap" policies sold to the elderly. One congressional estimate is that the new program will return 98 or 99 cents of every dollar in premiums in benefits as contrasted with 60 cents on private policies.

States will be required, under a phase-in timetable, to pay Medicare premiums and deductibles for persons with incomes below the federal poverty level.

The legislation does not deal with long-term "custodial" health care costs that are often related to the infirmities of old age and do not require skilled medical attention.

On June 8, the House considered but rejected an attempt by Rep. Claude Pepper (D-Fla.) to call up his bill to establish a new entitlement to long-term home health care. It would be financed by raising the income ceiling on the Medicare tax paid by workers and their employers.

The rule allowing consideration of the bill, which had not been endorsed by the legislative committees normally having jurisdiction, was rejected on a 243-169 vote. But the debate reflected a congressional awareness that there is both a public demand and need for assistance in meeting costs and providing services.

Garment Workers settlement wins gains for 100,000

Continued from Page 1

ering ILGWU members in the dress, rainwear, sportswear and children's wear industries, the union said.

ILGWU President Jay Mazur said "the right of garment workers to a fair and decent wage has been the main issue in these talks from the beginning," adding that the settlement provides "wage justice."

The ILGWU also expressed pride in winning parental leave and noted that most of the employers agreeing to the provision were small and medium-sized businesses, contradicting the claim offered by some business groups that a national parental leave policy would hurt smaller firms.

Ratification votes are scheduled for late June, the union said.

These major agreements usually set a pattern for bargaining and contract settlements that is followed throughout the industry, the union said. It noted that negotiations are still pending for affiliates which bargain individually with employers not participating in employer councils.

Public sector panelists map post-Reagan goals

PED conference stresses human side

By Candice Johnson

Repairing the damage done to state and federal programs over the Reagan Administration's eight-year tenure is a key priority of the AFL-CIO Public Employee Dept.

Participants at the PED's national conference discussed how the public service can better meet society's needs under a new administration.

Panels of labor and government leaders, economists and business officials explored goals and issues—including parental leave, health care, housing and adequate wages—and ways those programs can be financed. The 150 participants followed up with questions after the panel presentations.

PED President Al Bilik said the conference was called to focus attention on "some creative and exciting ways we can rescue our government and restore its humanity."

Reviving the human face of government was a common thread throughout the presentations. Speakers pointed to the failure of President Reagan to meet America's needs and serve all of the citizens.

AFSCME President Gerald McEntee noted that Reagan will leave behind more than staggering budget and trade deficits, stressing that the "foundation of national security and the well-being of people has been eroded in just about every aspect."

More Americans live in poverty today than eight years ago, he said, while education, the key to a competitive workforce has weakened to the point where 20 percent of 18-year olds are functionally illiterate.

Poverty-level pay

"And while there are more jobs, their quality and their pay have deteriorated so badly that one of every four workers does not earn enough today to keep her family out of poverty," he added.

McEntee's panel included Dr. Charles Levine of the National Commission on the Public Service, a bipartisan board that has been examining public, school and media perceptions of public workers, and pollster Louis Harris.

Harris told participants that Americans are seeking a change in the direction their government has taken over the past eight years and are calling for a fresh start on many issues. People want their government to take action after "years of active neglect," he said.

President John J. Sweeney of the Service Employees noted that "more and more workers are falling in the margins" as American living standards continue to decline and millions are faced with inadequate housing, health care and food.

New economic realities

Labor, business and government must work together to address the nation's new economic realities and to provide the basic standards for economic growth—child care, parental leave, a restored minimum wage and basic health protection, he said.

Sweeney introduced a panel that discussed "priorities for a new administration." Panel members including economists Sylvia Hewlett and Pat Choate criticized Reagan policies that have abandoned workers, children and families in favor of business interests.

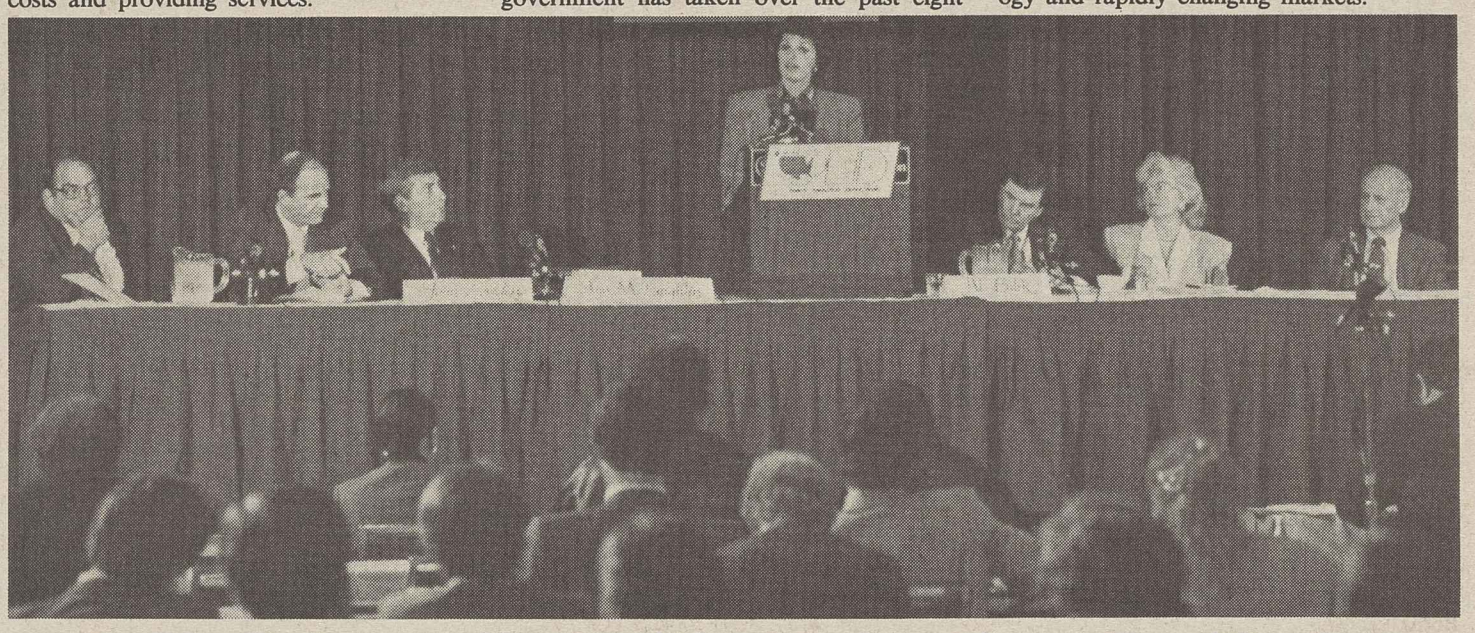
Choate pointed out that "the basic underpinning of the American economy—our basic public facilities—is wearing out and we are not replacing it." Hewlett warned that the growing tensions between work and family responsibilities and the lack of programs to aid families will affect the future economic health of the nation.

President Marian Wright Edelman of the Children's Defense Fund said that investment in children and families "is not a luxury or choice, but a necessity."

Government Employees President Kenneth T. Blaylock said labor, consumers and taxpayers must realize the true cost of government contracting out services to private firms.

The Reagan Administration "has wrapped itself in the flag of private enterprise" in an effort to make contracting out look good, but the true story is "this is not privatization but profitization," he said.

PED Sec.-Treas. John Leyden introduced Labor Sec. Ann Dore McLaughlin, who pointed to the public sector as the means for American workers "to be competitive in a world of accelerating technology and rapidly changing markets."



Labor Sec. McLaughlin discusses need for quality child care and educational opportunities at PED conference.

Union Yes spots aired widely on radio

The Union Yes message can be tuned in on radio stations nationwide, the Labor Instititute of Public Affairs reported. AFL-CIO unions and central bodies are adapting the campaign's message to organizing drives and other activities in their areas.

The Chicago AFL-CIO told residents that "more than half a million workers in Cook County" belong to affiliated unions, in 400 spots that aired on eight radio stations. "We believe Chicago works best when people have a say in what goes on at work," the ad continued, urging workers to say "Union Yes." The Chicago federation spent $75,000 on the radio campaign.

In Cleveland, the central body targeted 18-25 year olds, and broadcast the Union Yes message on rock and roll format stations over the Memorial Day weekend. "Clevelanders have been saying Union Yes for over 100 years," the ad pointed out.

AFSCME used the campaign's radio and television ads to promote its organizing drive at Harvard University. After a National Labor Realtions Board election, the 3,700 clerical and technical members became AFSCME's newest members.

Pre-election ads

The union bought $50,000 of radio time and aired the ads just before the election. AFSCME also spent an additional $25,000 on the Union Yes television commercials, shown in the Boston area.

AFSCME used the television ad that features actress Tyne Daley and women union members discussing job concerns.

In Washington state, AFSCME Council 28 is sponsoring radio spots beginning in July and running through December, which urge public workers to join the Washington Federation of State Employees.

The Letter Carriers have used the Union Yes message to tell the public a little bit about their union. Over a two-week period, the NALC ran 60-second spots in the Washington area that outlined "what the NALC has been all about for the past 99 years."

In Pennsylvania, the Union Yes message was used by the State AFL-CIO in its legislative campaign for an increased state minimum wage. The radio ad asks listeners to call their state senators and press for a vote on the minimum wage bill, blocked in a senate committee.

"We're factory workers, public workers, building trades workers," the message said, and "we need your help. Stand with us."

Other unions using the Union Yes message for radio spots include the Auto Workers, in conjunction with an organizing campaign in Nashville, Tenn.

Industrial erosion topples U.S. living standard

The United States has been outstripped by other major industrial countries over the past 15 years and the American standard of living is no longer the world's highest, a new "competitiveness index" reveals.

Economic indicators measured by the Council on Competitiveness show U.S. productivity, trade exports and investments in capital equipment and education slipping in relationship to other developed countries.

AFL-CIO Economist Arnold Cantor said the study pointed up the importance of trade in shaping a nation's living standards. He said it also demonstrates that U.S. wage levels haven't kept pace with the improvement in other countries.

The council, a private research body with business, academic and labor support, matched the performance of the U.S. economy in areas related to competitiveness with the average of six other industrial nations—Britain, France, Italy, Japan and West Germany—as well as separately against Japan and West Germany.

Over the period of the study the United States showed the smallest additional investment in plant, equipment, nondefense research and education.

Its productivity rise of 15 percent since 1972 compared with 50 percent for West Germany, 67 percent for the six-nation average and 116 percent for Japan.

Despite the recent rise in U.S. exports, America's export growth since 1972, as measured in 1980 dollars, has been less than that of other countries and substantially less than Japan. During that period, the U.S. share of the world export market slipped from 12 percent to 10 percent. The gap would have been even more if the cheaper dollar hadn't brought about a recent rise in exports.

Imports outpace exports

But the grim news was that since 1972, U.S. imports of manufactured goods rose more than twice as fast at exports. The United States had run a surplus until 1982, when a trade deficit in manufactured goods first emerged and then mushroomed in the ensuing five years. In 1987 it surged to $141 billion. That year, the overall trade deficit hit $171 billion.

The council calculated the standard of living as the gross domestic production of a nation divided by the number of employees—a formula it considered most relevant to take into consideration the growth of two-income families. In 1980 dollars, the standard was highest in West Germany, at $34,400. The United States dropped to second place with $28,400. While Japan trailed in absolute terms, its standard of living rose sevenfold during the 15-year period while the U.S. has had little change.

In a related measurement, the labor compensation figure in 1980 dollars showed that in 1986 the average West German worker earned $19,594 to $16,522 for the American worker and $13,543 for the Japanese worker. But the Japanese tally would be much higher at today's exchange rates.

Council Chairman John Young, who heads the Hewlett-Packard Co., said the index shows the United States is "losing its competitive edge" and imperiling its future.

Industrial Union Dept. President Howard D. Samuel is one of the three vice chairmen of the council. Communications Workers President Morton Bahr, Steelworkers President Lynn R. Williams and Auto Workers Vice President Donald Ephlin are on the 21-member executive committee.

Other trade union leaders serving on the council include Presidents John J. Barry of the Electrical Workers, William H. Bywater of the Electronic Workers and Milan Stone of the Rubber Workers.

Strikes spotlight worker injustices in South Africa

Continued from Page 1

Congress of South African Trade Unions and National Council of Trade Unions, drew the backing of South African churches. The walkout was sparked by the racist regime's outlawing of 17 anti-apartheid organizations, and a proposal now before the Parliament to restrict union activities, ban sympathy strikes and outlaw boycotts. The measure also would allow employers to sue unions for damages.

COSATU has criticized employers for supporting the measure, and Gen. Sec. Jay Naidoo warned that "if employers continue with their threats, the whole process of negotiation will be impossible." Many employers have threatened to sue unions for profits lost during the strike and to fire workers who joined the "stayaway."

COSATU did not directly call a strike, because that would have violated the emergency restrictions adopted by the government to limit political activity and press coverage of anti-apartheid actions.

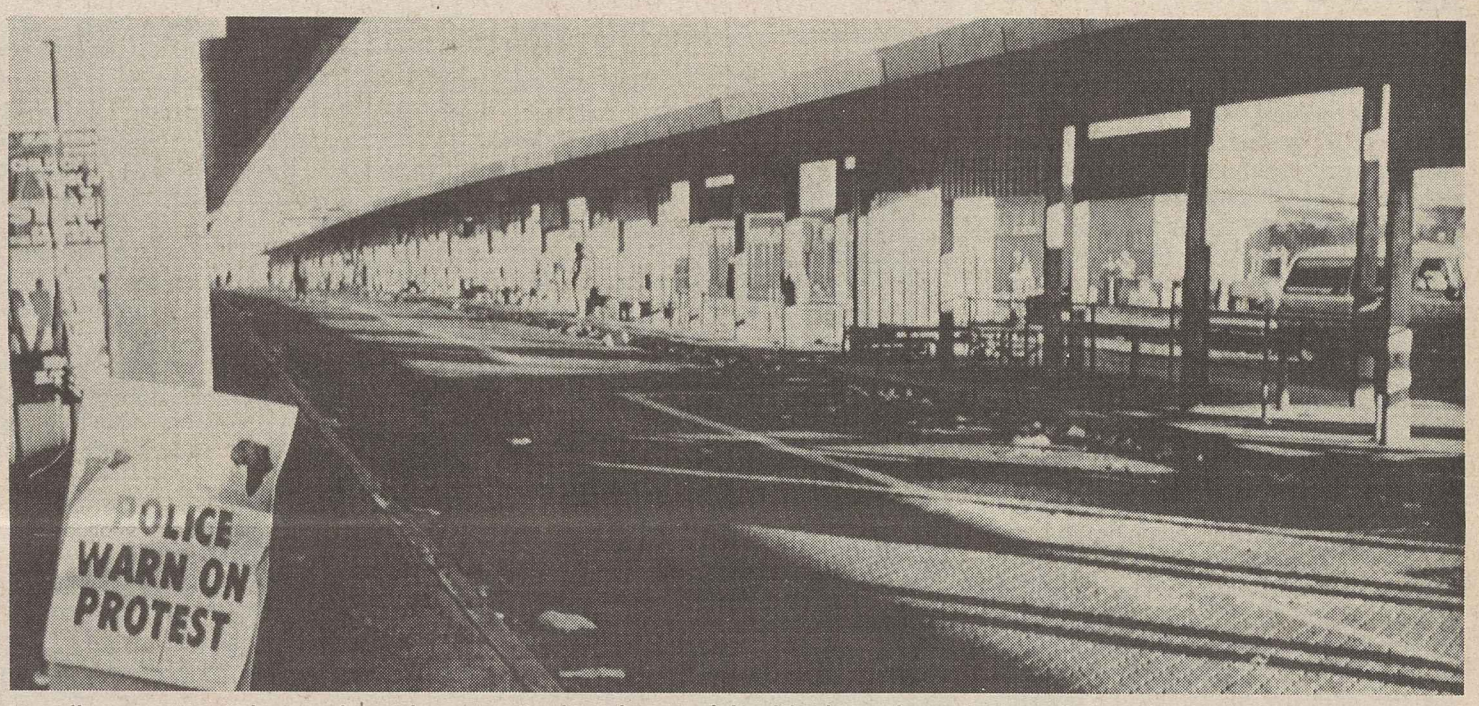
As the protest continued into its second day, South Africa's minister of manpower and public works called on union leaders to offer changes to the labor bill, but added that the unionists must convince him "that their objections are valid."

Washington protest

In the United States, unionists picketed outside the National Press Club in Washington, where John Bookout, chief executive officer of Shell Oil Co., was to speak. The demonstration, led by the Communications Workers, AFSCME, the unaffiliated Mine Workers and Coalition of Black Trade Unionists, launched a "day of solidarity with South African workers." They denounced Shell's support for the racist Botha regime.

CWA President Morton Bahr applauded the "bold and courageous stand" taken by South African unions and workers, while UMW President Richard Trumka called for "a foreign policy of conscience" to overcome the racism of apartheid.

AFSCME Sec.-Treas. William Lucy, who heads the Coalition of Black Trade Unionists, called for union members to press the U.S. government and corporations operating in South Africa to work to end the repressive apartheid system.



Usually teeming Johannesburg bus terminal is deserted by black trade unionists during three-day "stayaway."

Senate family bill gets high priority

Dodd revises parental leave plan to widen support

A revised parental and medical leave bill, introduced by Sen. Christopher J. Dodd (D-Conn.) and 21 cosponsors, has been put on a fast track by the Senate Labor & Human Resources Committee.

It is similar to the labor-supported bill that has already cleared the House Education & Labor Committee, and a coalition that includes unions and women's organizations has launched a major lobbying effort to pass the measure.

As was the case in the House, legislation introduced more than a year ago has been trimmed back in an effort to gain bipartisan support and offset concerns of small employers.

While the various bills differ in detail, they would all assure covered workers a right to take time off without pay on the birth or adoption of a child, to care for a seriously ill child, and in the event of their own serious illness.

An employer would be obligated to reinstate the worker to the same or equivalent position after the leave of absence, and to continue any health insurance during the period of the leave on the same basis as if the employee were still working on a regular job.

The legislation would not reduce the existing benefits of any workers, such as paid sick and maternal leave provided under union contracts.

Dodd's bill would cover persons employed for one year at least half-time, at establishments with 20 or more workers. The House committee bill would cover firms with more than 50 workers for the first three years, dropping to 35 or more after that.

Ten-week leave

An eligible employee would have the right to take 10 weeks of leave over a two-year period to care for a newborn or seriously ill child, the same as in the House version. The Senate bill would guarantee a seriously ill employee the right to 13 weeks of leave in one year; the House bill provides 15 weeks.

While the bill allows either parent of a new born or newly adopted child to take leave, a Government Accounting Office study notes that the experience of other countries with parental leave laws is that allowed leave has been used predominantly by women. It estimated that about 1 million new mothers a year would take an available 10-week leave, but that about six weeks would be otherwise available to them through paid vacation, sick and disability leave. The only direct cost to employers would be continuation of health benefits beyond the period they would normally be provided.

The GAO noted that actual costs would be further reduced because some employers already have comparable or better leave policies, several states have enacted laws requiring employers to provide disability or parental leave, and some employers normally accommodate workers who are ill or have seriously ill children even in the absence of a formal leave policy.

Empty claims

Supporters of the bill said the GAO report will help to blunt Reagan Administration and small business attacks on the bill as costly and burdensome to employers. The report estimated that about 47 percent of the workforce would be covered by the legislation, but only 12 percent of business establishments.

"We believe there will be little measurable net cost to employers associated with replacing workers or maintaining current levels of output while workers are on unpaid leave," the GAO concluded. "We would not expect this legislation to cause major disruptions."

Dodd said he expected the Labor & Human Resources Committee to approve the bill later this month. It is expected to be the next major item on the committee's agenda after it completes action on a minimum wage bill.

OSHA plan papers over toxic chemical risks

Continued from Page 1

tions or guidelines . . . . They are not developed for use as legal standards and the ACGIH does not advocate their use."

Earlier, in January 1987, then ACGIH Chairman Jeffrey S. Lee said, "TLVs should only be used for the purpose they are intended—as guidelines or recommendations and not as a fine line between safe and dangerous concentrations." He added that ACGIH's guidelines "will never be perfect and never be as extensive as a NIOSH criteria document or as a preface to an OSHA standard."

OSHA's proposed regulation would reduce worker exposure limits for 234 chemicals, set limits for the first time on 168 other substances and reaffirm the existing limits on 25 others. In one case, fluorine, the PEL would be raised in accordance with recent consensus data, OSHA said.

OSHA Administrator John A. Pendergrass insisted that the proposal "represents a 20-year leap forward in levels of protection." The agency estimated the regulation would cover 17 million workers, including 3.7 million who are exposed to chemicals at levels above the proposed POLs.

The rule would save up to 500 lives and reduce work-related illnesses by 50,000 cases annually, OSHA said. Unions point out that even more lives would be saved with lower exposure limits.

RETIREES SAY UNION YES

Happier and Healthier, But What About the Future?

UNION YES

Retired persons who carried a union card during their active working lives are happier, wealthier and healthier than other senior citizens in the general population.

But they share many of the problems of the rest of America's elderly. Their biggest fear is maintaining their personal health and paying for medical care.

Indeed, 67 percent are concerned about their personal health, 48 percent about the potential costs of long-term care, and 41 percent have money and financial concerns. They are also greatly interested in social policy issues including world peace, drug abuse, AIDS and illiteracy.

These findings are from a landmark study commissioned and funded by the AFL-CIO and 14 affiliated unions, the U.S. Department of Labor, the Villers Foundation, the Retirement Research Foundation and the American Income Life Insurance Co.

The study, conducted by the National Institute for Work and Learning, was remarkable in several ways.

As Machinists President William W. Winpisinger, chairman of the AFL-CIO Executive Council Committee on Union Retirees, said May 24 at a news conference announcing the results of the study: "I seriously doubt that any polling organization in the country has ever conducted any study of this size or depth."

An astounding fact is that 62 percent of the 11,417 retirees polled responded: 6,543 union retirees were willing to spend between an hour and a half and two hours to answer 77 questions posed in the questionnaire.

The mail survey was conducted during the spring and summer of 1987 among retired members of 14 national and international unions. In addition, the names of 900 retirees from other unions were culled from mailing lists compiled by the AFL-CIO's Committee on Political Education (COPE).

More than three quarters of those who responded are male (76 percent). Ivan Charner, who directed the study for the National Institute for Work and Learning, suggests that the sample is demographically similar to the general population of older adults except in the high proportion of males.

That of course will change as today's larger number of women union members reach retirement age.

Charner has theories as to why retired union members are happier, wealthier and healthier.

- Happier because they more often have both Social Security and private, employer-funded pension income checks (90 percent of union retirees currently receive or will be eligible for a pension in addition to Social Security, twice the proportion of all adults 65 and older). Union retirees face fewer financial hassles. Further, 85 percent of union retirees, as compared to 64 percent in the general population, had built up savings.

- Wealthier because they worked under union contracts and their earnings were higher during their working lives. This is combined with higher incomes during retirement. The median level of income for union retirees is $15,000. Nationwide, almost two-thirds of all retirees had incomes of less than $10,000, whereas only 23 percent of union retirees had incomes below $10,000. Still, a majority of retirees spend much of their monthly income on the basic necessities of housing (almost one-fourth spend $250 or more per month), utilities (about one-third spend $150 or more monthly on utilities), food and household purchases (another $150), and transportation ($50 or more per month for three-fourths of the retirees). Health care and health insurance (at $100 or more per month) are other significant expense items.

- Healthier because they had better medical insurance plans during their working years, plans that permitted them to lead healthier lives. And, during their retirement years, an astounding 90 percent still have private health insurance coverage.

The study provides a look at the lives of union retirees, including their work and union histories, their political views and other aspects of their lives.

Work and Union Histories

The study also showed the stability of these retirees as workers: nearly 60 percent worked in their occupation for 30 years or more.

Most of the retirees were members of their unions for a long time, averaging almost 30 years, and almost three quarters consider themselves "active" union members now.

Retirement Preparation

An important aspect of the study was to learn why retirees retired and how they prepared for retirement. A majority of the retirees (59 percent) had been retired between 5 and 14 years.

The largest single reason for retiring was because they "wanted to" (more than 75 percent). Other reasons given: to pursue hobbies and other interests, because their spouse wanted them to, because they had reached mandatory retirement age, and because of poor health or a job disability.

In preparing for retirement, 83 percent built up their savings; 80 percent set out to learn more about pensions; 70 percent learned about Social Security benefits, and 71 percent checked out health insurance options.

Only 25 percent attended any type of pre-retirement planning program, whether offered by their union or employer or a joint program, although almost all (93 percent) said they thought that pre-retirement planning is important. Many unions are developing model pre-retirement planning programs to be incorporated into their collective bargaining.

Issues the former unionists said they thought should be covered in pre-retirement planning were maintaining a good relationship with their spouse, understanding pensions and Social Security, and understanding health insurance, Medicare and Medicaid.

Still, union retirees are better prepared for retirement than most, in terms of building up savings, learning about benefits, and attending pre-retirement planning programs.

Interestingly, 73 percent felt they had retired at the right time, 25 percent felt they had retired too early, and 2 percent that they had retired too late.

Yet, the retirees say they miss their work.

The study shows that 88 percent miss their co-workers, and 85 percent miss the money brought in. Retirees also say they miss the feeling of being useful, the respect of others and the work itself.

In fact, the study revealed, union retirees are more likely to miss every aspect of working than the retired population in general.

Financial Status

The median level of family income among union retirees is about $15,000, which is higher than that of retirees in general (two thirds of whom have an income of less than $10,000). Income is from all sources before taxes in 1986. Married retirees (74 percent) were asked to provide combined income for themselves and their spouse.

While half had a 1986 income of $15,000 or more, the study shows that 12 percent had an income of under $7,500, while 11 percent had an income of $30,000 or more. Older retirees have a lower income than younger retirees.

Social Security benefits are the most likely source of income for retirees, followed by pension benefits. Almost 9 in 10 retirees receive Social Security benefits, and 8 in 10, pension benefits.

Most retirees report they are living

THE HIGH COST OF STAYING HEALTHY

American employers are likely to take a hard look at their retired workers in the coming years. Encouraged by recommendations of the Financial Accounting Standards Board (FASB), the body that sets America's bookkeeping standards, companies are starting to count the current cost of future obligations for such expenditures as retiree health care, according to a May 24 report in ***The Wall Street Journal.***

As a result, corporate planners and consultants say cost-cutting changes are likely to become more prevalent and more profound. Possibilities range from adding "keep healthy" programs for retirees to more cuts in benefits for retirees or eliminating retiree health care altogether.

The problem corporate planners see is that the ratio of workers to retirees at the average U.S. company is likely to shrink from 3-1 to 2-1 by the end of this century. It seems more people are reaching retirement age now, and more workers are opting for early retirement while health care costs gallop ahead of inflation.

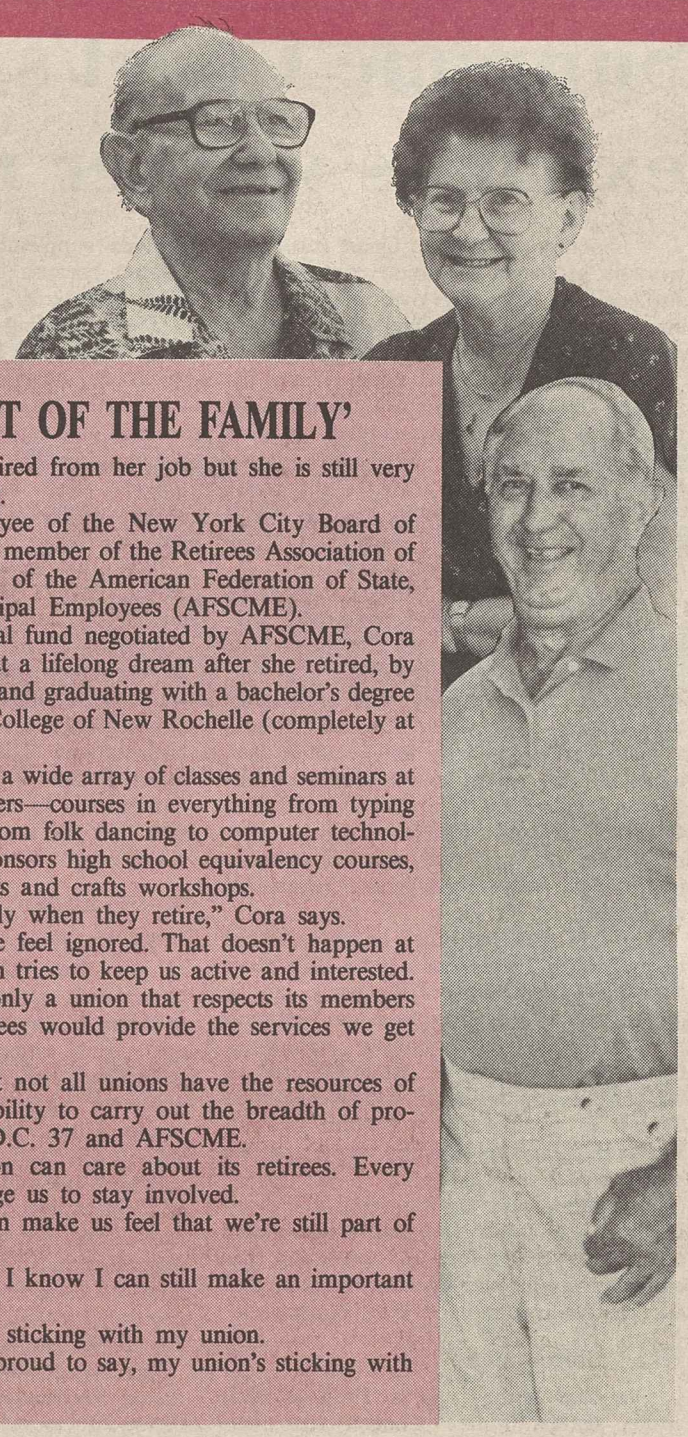
At some traditional smokestack companies the normal ratio is reversed. Bethlehem Steel Corp., for example, has 33,000 active employees and 70,000 retirees and surviving spouses.

Now most companies show in their earnings reports only what they actually pay out in health care in any given year.

Therefore, where health care benefits now total only one percent of payroll, the Journal report says, these expenses would total about 12 percent of payroll, if the FASB formula is used.

The effect could be to cut profits roughly in half. For the Fortune 100 companies, it could reduce profits by roughly a quarter or some $17 billion.

As it is, health care costs—measured as the value of future liabilities—often represent between 20 and 40 percent of a company's net worth. At some smokestack companies, the figure exceeds net worth.



'STILL PART OF THE FAMILY'

Cora McGill is retired from her job but she is still very active in her union.

A retired employee of the New York City Board of Education, she is a member of the Retirees Association of District Council 37 of the American Federation of State, County and Municipal Employees (AFSCME).

Through a special fund negotiated by AFSCME, Cora was able to live out a lifelong dream after she retired, by returning to school and graduating with a bachelor's degree in 1979 from the College of New Rochelle (completely at union expense.)

The union offers a wide array of classes and seminars at D.C. 37 headquarters—courses in everything from typing to Black history, from folk dancing to computer technology. The union sponsors high school equivalency courses, a glee club and arts and crafts workshops.

"People get lonely when they retire," Cora says.

"Often times, we feel ignored. That doesn't happen at D.C. 37. The union tries to keep us active and interested.

"To my mind, only a union that respects its members and values its retirees would provide the services we get from D.C. 37.

"I recognize that not all unions have the resources of my own, or the ability to carry out the breadth of programs offered by D.C. 37 and AFSCME.

"But every union can care about its retirees. Every union can encourage us to stay involved.

"Every union can make us feel that we're still part of the family.

"Though retired, I know I can still make an important contribution.

"That's why I'm sticking with my union.

"And why, I'm proud to say, my union's sticking with me."

"about the same," although one fourth experienced declining living standards. Half of the retirees feel secure about their future financial situation, although 2 in 10 feel insecure.

Health Care and Health Status

Union retirees have better health care coverage and appear to be somewhat healthier than older adults in general.

Almost all retirees 65 and older are covered by Medicare. In addition, 9 out of 10 are covered by a "private" health insurance plan.

Hospitalization and doctors' visits are the cost categories that are most often covered for retirees. Most retirees receive their health care from a private doctor; almost all were able to see a doctor whenever they thought they should.

The study showed union retirees to be relatively healthy, whether measured by self-perception or in terms of days sick or number of doctor visits. Less than 2 in 10 report that their health is poor or very poor, half had four or fewer doctor visits in 1986, and almost half reported there were no days in 1986 that they were sick enough they had to miss their daily activities.

Patterns of Leisure

The vast majority of retirees don't work and don't want to work. Less than 1 in 10 currently works for pay, and personal and social reasons for working are given more often than money related reasons.

Less than 2 in 10 of the retirees perform volunteer work.

Younger retirees are more likely to be active in their union and in veterans' groups, while older retirees are more active in community senior citizens' groups.

Programs and Services

The vast majority of retirees know about the availability of senior centers, transportation services, home meal delivery services, tax preparation services, and reduced fares on public transportation. Most retirees, however, do not know if other important programs and services are available. These include personal homemaker services, job services, counselling, volunteer placement services, intergenerational programs and education programs.

Retirees say their unions provide a wide range of services, including health related information, recreational guidance, counseling and information services, as well as newsletters and political updates.

Union retirees would like their unions to provide health or medical services (or improve on what is offered), followed by personal, financial and social services. Services related to job, volunteer and educational needs are also wanted.

One in 10 of the retirees participated in a formal education program or course since retiring.

Retiree Attitudes

Almost all of the retirees were satisfied with their lives before retirement and 9 of 10 feel good about themselves and are satisfied with their lives since retiring.

More than 8 of 10 looked forward to retirement, but half did not know what to expect.

The retirees tend to have positive opinions about their unions. Two thirds of the retirees generally feel that their union does a good job for its retirees and three-fourths feel that they are important to their union.

A fairly large proportion of retirees say they have faced many problems. The cost of energy is reported as a problem by over half the retirees, while a third identified fear of crime, being able to go where they desired and the state of their spouse's health.

Participation in Public Affairs

Issues related to the elderly that union retirees consider most important are health care costs, Social Security and the tax burden.

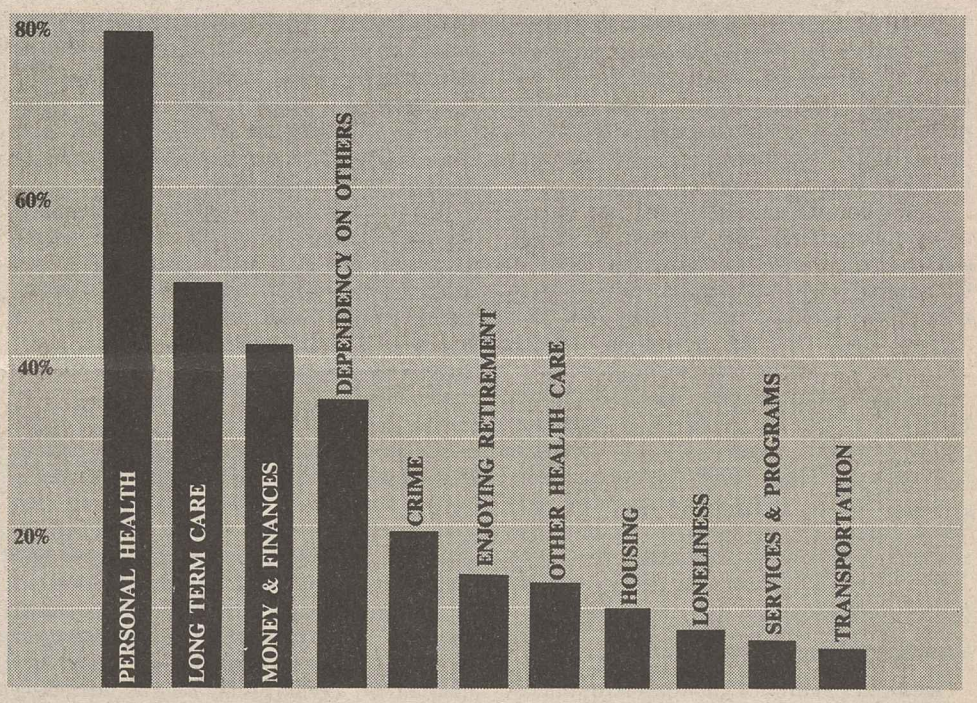
The vast majority of retirees are concerned about world peace, drug abuse, national health insurance and American competitiveness.

Only half feel that they have adequate information on critical political issues of concern to the elderly. They get most of their information from television and newspapers, union newspapers and union meetings.

Although the vast majority of retirees have not participated in voter registration drives, political forums or demonstrations or government hearings, a third have written letters, over 25 percent have gotten others to sign petitions and 1 in 5 have been involved in some kind of political campaigning.

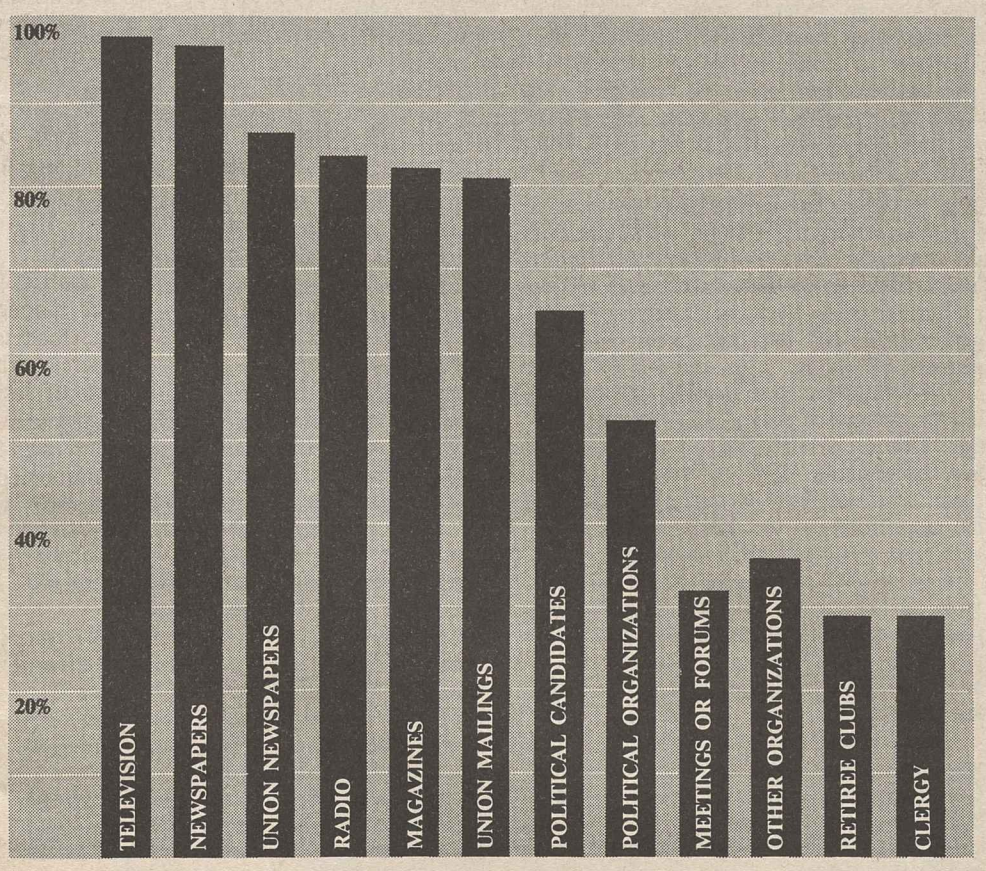
Nine in 10 are registered to vote and almost two thirds of the retirees say that a political endorsement by organized labor has a positive impact on how they feel about a candidate.

Major Retirement Concerns



* RESPONDENTS WERE ASKED TO NOTE 3 MAJOR CONCERNS

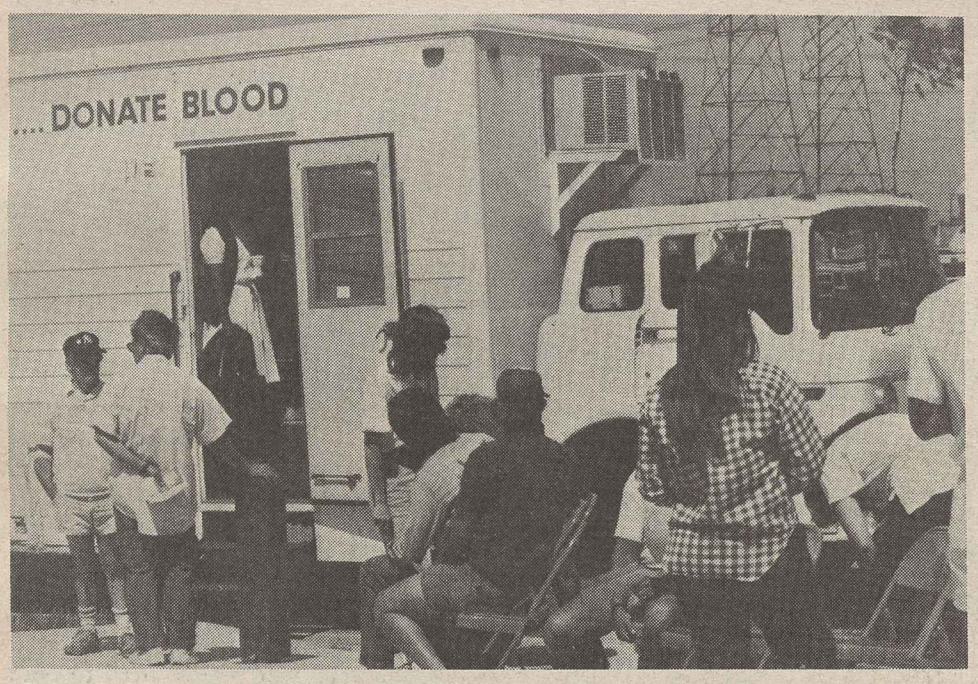
Sources of Political Information for Retirees



PARTICIPATING UNIONS

Retired members of 14 AFL-CIO affiliates participated in the poll on older workers and the labor movement conducted by the National Institute for Work and Learning of Washington, D.C.

Participating unions were the Amalgamated Clothing and Textile Workers; the American Federation of State, County and Municipal Employees; the Bakery, Confectionery and Tobacco Workers; the Communications Workers of America; the International Association of Machinists; the International Brotherhood of Electrical Workers; the International Union of Bricklayers and Allied Craftsmen; the International Union of Electronic, Electrical, Technical, Salaried and Machine Workers; the International Union of Operating Engineers; the Service Employees International Union; the United Automobile Workers; the United Brotherhood of Carpenters and Joiners; the United Food and Commercial Workers, and the United Steelworkers of America.



Good neighbors

Oil, Chemical & Atomic Workers in Torrance, Calif., line up for a special blood drive outside a Mobil Oil Co. refinery. The drive—scheduled to be held in the plant—was cancelled when members of OCAW Local 1-547 went on strike. But union members planned a day of family activities—including food and entertainment—and collected 72 pints of blood as part of their "good neighbor" community services effort.

Jobless benefit rolls plunge despite rise in unemployment

Some 6.8 million Americans were searching for work in May as the unemployment rate rose two-tenths of 1 percent to 5.6 percent. The Bureau of Labor Statistics reported that 4.6 million persons were working part-time because they could not find full-time work or work was slack.

And while the unemployment rate inched upward last month, the number of jobless workers receiving unemployment benefits fell sharply to just 2 million, or 30.8 percent of the jobless, down from 35.4 percent in April. That left more than 4.8 million jobless workers without benefits.

Unemployment benefits specialist James Ellenberger of the AFL-CIO said the plunge in the number of unemployed workers receiving benefits marked the lowest one-month period since last October, when just 25.9 percent of unemployed workers received any jobless pay. For 1987, about 32 percent of the jobless received unemployment pay, he noted.

Grim picture

And the picture for the long-term unemployed—those out of work for more than 27 weeks—was even grimmer, with just three-tenths of 1 percent, or 2,300 workers, receiving any jobless benefits, he added.

The Labor Dept.'s survey of business payrolls showed that 210,000 new jobs were created last month, almost all in the service sector. While manufacturing industries posted a slight increase of 16,000 jobs, that sector has recovered just 60 percent of the manufacturing jobs lost during the 1981-82 Reagan recession, the BLS noted. Construction, mining and finance posted slight decreases in jobs.

Adult men experienced the greatest increase in joblessness last month, with their unemployment rate rising three-tenths of 1 percent to 4.9 percent. The rates for adult women, 4.9 percent, teenagers, 15.6 percent, blacks, 12.4 percent and Hispanics, 9 percent, were unchanged.

The overall average workweek declined to 34.7 hours—with the service sector averaging just 32.5 hours and retail trades at 29.8 hours. The workweek for manufacturing workers was little changed at 41.1 hours. BLS noted a slight increase in average hourly earnings last month—from $9.22 to $9.28 after seasonal adjustment.

But in real dollars, BLS said in a separate report, wages for the January-March quarter have fallen, with nonfarm business wages down five-tenths of 1 percent and manufacturing wages down 1.4 percent over the year-ago period. These lower real wages, combined with increased hours in all sectors, brought about the 3.6 percent increase in productivity—the measure of output per hour worked—for the first quarter of 1988. Some sectors including manufacturing posted an increase in real wages over the last quarter of 1987, but overall, workers have not experienced a gain in real wages since 1986, BLS said.

AFL-CIO chief economist Rudy Oswald pointed out that with lagging real wages, the nation's productivity may be increasing but workers are receiving no share of the gains they have helped to produce. "While government and management officials emphasize the role of workers especially when it comes to increasing productivity, that contribution is forgotten when it comes to sharing the gains," he said.

Supreme Court's ruling expands worker remedy

A unanimous Supreme Court ruled that workers protected by union contracts can also sue their employers over retaliatory firings. The 9-0 decision gives union workers parallel remedies for unjustified firings.

In reversing two lower court rulings, the justices held that Section 301 of the Taft-Hartley Act does not pre-empt a workers' compensation claim Machinist Jonna Lingle filed in Illinois. She was injured on the job in December 1984, but the Norge division of Magic Chef Inc. fired her—contending she faked the injury.

Machinists Local 554 grieved under its collective bargaining argeement and won reinstatement and back pay for Lingle. She later sued Norge for damages.

Lingle's suit was moved from state court to a federal court where it was dismissed as being pre-empted by federal labor law, which allows unions to sue employers for contract violations. The 7th Circuit U.S. Court of Appeals rejected Lingle's argument that the suit was not "inextricably intertwined" with the collective bargaining agreement.

The AFL-CIO had filed an amicus brief in support of Lingle's case. The high court held that application of the state law is pre-empted only if it requires interpretation of the collective bargaining agreement. Otherwise, the claim is "independent" of the contract for pre-emption purposes, even though in parallel cases a court and an arbitrator would rely on the "same analysis of the facts."

In another case, the Supreme Court refused to hear the Maine Central Railroad's challenge to a congressional settlement that ended a long dispute between the company and the Maintenance of Way Employees.

Rail strike case

The case stems from a 1986 BMWE strike against Maine Central that was called after two years of bargaining failed to produce a new contract. The strike spread to other railroads that aided Maine Central, prompting President Reagan to name an emergency board to investigate the dispute. Congress voted to extend the "cooling off" period required by the Railway Labor Act, and later Congress passed a law settling the dispute.

The government and rail unions urged the high court not to hear the case, arguing that Congress has the power to step in when interstate commerce is threatened. "This court held long ago that such authority extends to resolving a labor dispute by establishing the substantive terms of a settlement," union lawyers said.

In another railroad case, the Supreme Court said it will review a 9th Circuit appellate court decision that struck down mandatory, post-accident drug testing rule issued by the Federal Railroad Administration. The Railway Labor Executives' Association said it will argue that the rules are unconstitutional and fall well short of addressing a serious workplace problem.

Earlier, the court ruled that companies that manage federal nuclear production facilities must comply with such laws that provide supplemental awards to workers injured because of violations of state job safety standards.

The 6-2 ruling upheld an Ohio supreme court award to Esto Miller of Oil, Chemical & Atomic Workers Local 3-689 who broke his ankle in a 1980 fall from a scaffold at a gaseous diffusion plant operated by Goodyear Tire & Rubber Co. in Piketon, Ohio. He received $9,000 for the injury and $4,000 for Goodyear's safety violation.

The Ohio Industrial Commission had rejected Miller's request for a supplemental award, presuming that it would violate the supremacy clause of the U.S. Constitution, which shields federal facilities from direct state regulation, and that the state workers' compensation law was pre-empted by federal statutes. The Ohio court of appeals rejected the argument and ordered the commission to reconsider Miller's application and the state supreme court affirmed the decision.

Same application

The Supreme Court ruled that the federal law that "empowers states to apply 'workmen's compensation laws' to federal premises to the same extent as such laws are applied to private facilities.

In other judicial developments, the U.S. Court of Appeals for the District of Columbia Circuit temporarily stayed expansion of the OSHA's hazard communication standard three days before it took effect and transferred pending challenges to the 3rd Circuit U.S. Court of Appeals. OSHA expanded the standard under court order after the Steelworkers' challenged OSHA's decision in 1983 to limit the rule's coverage to the manufacturing sector.

In Chicago, OSHA asked U.S. Attorney Anton Valukas to consider criminal prosecution of Unocal Corp. and its executives for the deaths of 17 workers, including a dozen from OCAW Local 7-517 in Lamont, Ill., who died in a 1984 explosion at the firm's oil refinery. Unocal was cited for failing to properly inspect and repair a propane-filled tower.

OSHA's proposed fine of $31,000 was reduced to $22,000 by an administrative law judge who found Unocal willfully failed to adequately train and equip fire brigade members and failed to develop an emergency evacuation plan. The ALJ's ruling was appealed to a federal appellate court in Chicago.

Second volume issued in Gompers series

The second volume of "The Samuel Gompers Papers" has been issued by the University of Illinois Press.

The volume, titled "The Early Years of the American Federation of Labor 1887-90," documents Gompers's efforts to unite diverse groups of workers into "a voluntary association united by common need."

The project is edited by Stuart B. Kaufman, director of the George Meany Archives.

Plant closing alert stays high on labor's agenda

Continued from Page 1

remedy a huge imbalance between imports and exports.

Senate Finance Committee Chairman Lloyd Bentsen (D-Tex.) spoke of some of the roadblocks Congress encountered in its attempt to negotiate with the Reagan White House.

He recalled the stone wall the Administration put up against every attempt to make a serious dent in the trade deficit. In the previous Congress, the House passed a trade bill and a Senate committee bill was "ready to go," Bentsen reminded his colleagues.

But the White House then prevailed on the Republican-controlled Senate to keep the legislation from a vote.

Bentsen scoffed at Reagan's stated reasons for vetoing the trade bill. One of the President's objections, he noted, was that a provision of the bill would allow increased ethanol imports that "could harm U.S. grain producers."

But when Congress was working on the trade bill, the President "sent his people down here to argue that we should have more ethanol imports, that this was part of his initiative for the Caribbean Basin," Bentsen told his colleagues.

"What are we to believe?" he asked. "Which side is the President on?"

As for Reagan's hostility to the plant closing notification, "what a slender reed to lean on" as the excuse for vetoing the bill, Bentsen commented.

Fair notice

Bentsen saw nothing "unfair" about requiring a company to give notice of closing. It would cut down on unemployment duration and give communities and workers a chance to try to work out a way to keep the plant in operation, or find new work, he stressed.

Bentsen and Byrd noted that the vetoed bill was debated by the Senate for five weeks before it was passed, and scores of amendments were adopted. They suggested that senators who assumed a substitute bill could be rushed through Congress for the President's signature were deluding themselves.

Some of the Republicans who stayed with the President on the issue struggled to free themselves of the stigma of siding with the nation's worst employers by finding other faults with bits and pieces of the mammoth trade package Congress put together in the give-and-take of the legislative process.

Others embraced a toothless plant closing "statement of policy" bill introduced by Sen. Dan Quayle (R-Ind.). The Quayle bill has the blessings of Vice President George Bush, who will have to carry the stigma of his opposition to the plant closing provision into the presidential campaign.

It would ask employers to give notice to workers whenever possible. But the only stick to enforce the policy would be the possibility of adverse publicity. As several critics noted, "voluntary notice" is what the country has now.

Sen. Edward M. Kennedy (D-Mass.), who heads the Labor & Human Resources Committee, suggested that workers "know better than to rely on the good will of employers who have waged a costly battle to kill this bill."

The vetoed bill included new authority for the United States to retaliate against countries that violate trade agreements or engage in unjustifiable trade practices, while allowing substantial flexibility to the President and the U.S. trade representative.

Import relief

It would make it easier for import-damaged industries and workers to obtain relief. It would also renew and expand the trade adjustment assistance program for workers that the Reagan Administration has tried to abolish and start up an expanded program of retraining for dislocated workers, including those whose loss of job is not the result of trade issues.

The plant closing provision would cover firms with 100 or more workers except when the shutdown or major layoff was the result of unexpected business adversity or the collapse of a good-faith effort to obtain needed capital to stay in business.

Employers who violated the law would have to reimburse workers for pay and benefits for each day notice was not given, up to the 60-day maximum, and pay communities damages of $500 a day.

NO TWO-TIERED TRAINING WAGE

Employers Don't Use Current Exemptions

America's lowest-income workers need an increase in the minimum wage. But when the minimum wage bill, H.R. 1834, is considered by the full House this month, opponents of the minimum wage will offer a so-called "training wage" amendment designed to permanently establish a two-tier pay system. Such a subminimum training wage is a threat to basic wage protections for all low-paid workers.

The minimum wage is and has been an entry-level training wage for unskilled types of jobs. As such, the minimum wage was originally set a half the average wage paid nonsupervisory workers, although the ratio has slipped badly in recent years.

The basic federal wage law, the Fair Labor Standards Act (FLSA), already recognizes some special employer problems and provides for lower minimum wages for workers who are in genuine training programs—students, learners, student-learners, and apprentices. In addition, this training-wage concept is supplemented by other federally subsidized training programs designed to help youth, minority, displaced and other workers in need of job opportunities. An employer can now hire a full-time student at 85 percent of the minimum wage, $2.85 per hour at today's minimum wage of $3.35. That same 85 percent would apply to any newly legislated increase in the minimum wage.

Although existing training-wage programs have long been available to employers, they are rarely used, even when the minimum wage is adjusted. Since 1978, employment under this program decreased from 515,000 to 108,000—a 60 percent decrease—coupled with an 80 percent decline in employers asking for subminimum-wage student employees. This occurred despite a publicity campaign by the Labor Dept. to advertise the program.

Three 40-cent Steps

The legislation Congress is now working on is sponsored by Sen. Edward M. Kennedy (D-Mass.) and Rep. Augustus Hawkins (D-Calif.). It would reverse the erosion of the minimum wage. The proposal that will come before the House would raise the minimum wage in three yearly steps of 40 cents each. That would take the $3.35 minimum wage to $4.55.

More than 8 million workers in America are paid no more than the minimum wage of $3.35, as indicated by an analysis of the 1986 Current Population Survey. This includes both those paid hourly as well as salaried workers. The latter is ignored in the Labor Dept.'s tabulations, resulting in a substantial undercount of low-wage workers.

Black workers make up 13 percent of minimum wage workers while they represent about 11 percent of all individuals who work.

Whites, with an 83 percent share of those paid the minimum wage, are a majority of all minimum wage workers, but this was slightly lower than their 86 percent share of all workers.

Minimum-wage workers are primarily adults. Eighty-four percent are age 18 or over.

Women Over Represented

Sixty percent are women, many of them the sole support of children. With a 46 percent share of all workers, women are vastly over represented among minimum wage workers.

Five of the 15 major service industries had a larger share of minimum wage workers than their share of all workers. Among service industries, the retail industry by itself had 43 percent of all minimum wage workers in the nation. The service sector as a whole, including retail, had 86 percent of the workers at or below the wage floor, compared to a 71 percent share of all wage and salary earners.

In contrast, no manufacturing industry had a proportion of minimum wage workers higher than its share of total employment—further evidence of the importance of keeping the nation's industrial core strong.

The inadequate level of the minimum wage—$3.35 an hour—makes it essential that other family members work in order to avoid poverty. Nonetheless, in 1986, 40 percent of minimum wage earners were the sole earners in their households and nearly 3 million minimum wage earners, or 35 percent of all those at the minimum, were in households below the poverty level in 1986.

Fifty-seven percent of minimum wage workers were in families below the budget needed for a low level of living, as revealed by tabulations of minimum wage earners by family incomes in the Bureau of Labor Statistics publication "Linking Employment Problems to Family Status, 1984." The low level budget provides for a living standard which is only slightly above poverty.

Thus, notwithstanding the claims of those opposed to the minimum wage, a rise in the minimum will help millions at the very bottom of the economic pyramid.

Minimum Wage Stood Still

When Congress last considered the minimum wage a decade ago, the second oil crisis and the subsequent round of inflation were not anticipated. Congress set forth four increases at that time. In 1978, $2.65; $2.90 in 1979; $3.10 in 1980; and $3.35 in 1981. To restore the purchasing power of the $2.65 minimum Congress established for January 1978, the minimum wage would need to be at least $4.88 an hour.

Employers during this period have had to pay higher prices for electricity, materials, machinery and everything else. But so have their workers—and minimum wage workers particularly have been denied an adjustment to cope with changes in the cost of living. The price of food has risen by 27 percent and rent by 49 percent since January 1981. For many minimum wage workers and their families, that has meant choosing between eating less and moving out.

The minimum wage is now 36 percent of the average hourly wage, its lowest level since World War II. Historically, Congress has established the minimum wage at a level between 48 and 57 percent of the earnings of the average non-supervisory worker in private industry. When Congress last acted the $2.65 an hour minimum was 48 percent of the $5.48 an hour average earnings of non-supervisory workers. Average hourly earnings in April 1988 were $9.22 an hour. If that same 48 percent relationship were restored today, the minimum wage would be $4.46 an hour. But because minimum wage workers have not kept pace with the salaries of other workers, they now earn $1.11 an hour less, than if they had kept their 1978 relative position.

Working 40 hours a week, 52 weeks a year, a minimum wage worker would earn $6,968 annually, a sum that is $673 below the estimated 1987 poverty line for a worker with one dependent, and $2,088 below the poverty line for a family of three.

Through the 1960s and most of the 1970s, the minimum wage was higher than needed to keep a family-of-three above the poverty line. But the last increase in the minimum wage was in January 1981. Since then, the cost of living has risen 32 percent, reducing the real value of the $3.35 minimum to $2.53. A worker earning the minimum wage in 1981 would have to be paid $4.43 an hour today to buy as much as he or she could seven years ago.

Put another way, workers at the minimum wage today would need to work 53 hours a week to buy what they could buy in 1981 by working a 40-hour week.

Fair Wages Don't Cause Unemployment

Opponents of raising the minimum wage claim that a higher minimum would increase unemployment. Such an argument ignores both present and past experience.

Today, unemployment is at a higher level than most years in the 1950s and 1960s, but, the minimum wage in inflation-adjusted terms has deteriorated substantially from the levels prevailing in that period.

Congress has changed the minimum wage law six times. Not once have predictions for increased unemployment come true. Instead, every time that the minimum wage was increased, employment rose as well. After the minimum wage was raised to $1.60 in 1968, total civilian employment rose 4.7 percent within one year, to 96.1 million. And when it was last increased in January 1981, civilian employment stood at 100 million and rose another three quarters of a million before misguided government economic policies plunged the nation into recession.

Prepared by Arnold Cantor and Anne Draper of the Dept. of Economic Research, June 1988.

AFL-CIO news

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AFL-CIO LEGISLATIVE

ALERT!

House Members Barraged By Business Lobbyists

Business Groups Turn The Fight For A Fair Minimum Wage Into An All-Out 'Holy War'

Business groups have turned the fight over the minimum wage into "a holy war between the business community and labor, and they're making members of Congress choose one or the other." This quote from AFL-CIO Legislative Director Robert McGlotten appears in an article in the Washington political journal, the *Congressional Quarterly*. The article describes the slick and sophisticated campaign being waged by business lobbyists in their efforts to gut H.R. 1834, the minimum wage bill (See page 7).

The list of business opponents begins with an organization which is misnamed the Minimum Wage Coalition to Save Jobs. The "Coalition" is actually a front-group for the U.S. Chamber of Commerce, major corporations such as General Mills and Pillsbury, nearly 150 trade associations, and an estimated 3,000 independent businesses.

Using their enormous resources, the group has commissioned reams of bogus economic studies to support the myth that a minimum wage increase causes unemployment. They are now using these phoney numbers to intimidate House members, implying that catastrophic unemployment will occur in his or her home district.

According to the *Congressional Quarterly*, business "lobbyists met with newspaper editors around the country, persuading many to write editorials against the increase. Two thick volumes of the editorials, listed by state, were sent to every House member."

Armed with this arsenal of weapons--high-tech direct-mail appeals, slick public relation campaigns and their smoke-and-mirror economic reports -- they are barraging lawmakers from where it hurts--back home.

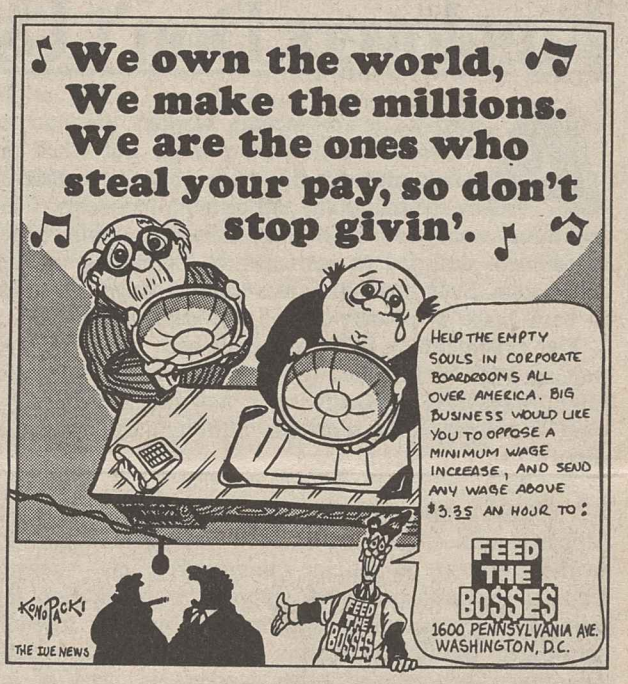
The article reports that, as of June 1, Rep. Louise M. Slaughter (D-NY) had received 162 letters in opposition to an increase, but only 24 in favor. Even strong supporters like Rep. Pat Williams (D-MT), a cosponsor of H.R. 1834, have been deluged. Rep. William's office reports that they are getting mail that runs 10 to 1 against the bill.

The truth is, however, that the thousands of dollars that have been spent to generate an hysterical letter from a local businessman opposing the bill is worth only 25 cents -- the 25 cents that it takes you to mail a letter of support. We can't match them dollar for dollar, but we can beat them with the best political resource around -- you and 14 million other union members who care what Congress is doing in your name.

Your lawmakers are hearing from businessmen; if they do not also hear from you and other workers in their districts, they are likely to assume that their constituents don't care about a fair minimum wage, but that their business contributors do.

What You Can Do: Contact your representative and ask him or her to vote for the House leadership's new minimum wage compromise adjustment, of 40 cents, 40 cents and 40 cents over the next three years. Also ask them to oppose the phoney "training wage" amendment.

The House of Representatives will vote on June 22. As the *Congressional Quarterly* article concludes, in the fight for a fair minimum wage, "Thus far, business groups have clearly had the upper hand." *Write*.



Roll Call: Senate Stymies Trade Reform

On June 8, the Senate failed to override President Reagan's veto of the labor-supported omnibus trade bill.

It took three years of close work between Republicans and Democrats, labor and business, to craft the 1,000-plus page omnibus trade bill. However, President Reagan chose to veto the bill because of a modest plant closing provision, thus, in the words of AFL-CIO President Lane Kirkland, "helping the worst American employers -- those who place corporate convenience above the human concerns of working people, their communities and their country."

The 61-37 vote was basically the same as the April vote approving the conference report. The only differences in the June 8 vote was the absence of Sen. Arlen Specter (R-PA), who favored the bill but missed the vote because of surgery, and a last-minute vote change by Majority Leader Robert Byrd (D-WV). Sen. Byrd's surprise vote was a parliamentary maneuver which allowed him to offer a motion to reconsider, thus keeping the door open for a second vote later in the year.

Roll Call: Find out how your senators voted. "R" means they voted right, "W" wrong, and "A" means they were absent.

ALABAMA		**FLORIDA**		**KENTUCKY**		**MISSOURI**		**NORTH CAROLINA**		**TENNESSEE**	
Heflin (D)	R	Chiles (D)	R	Ford (D)	R	Bond (R)	R	Sanford (D)	R	Gore (D)	R
Shelby (D)	R	Graham (D)	R	McConnell (R)	W	Danforth (R)	R	Helms (R)	W	Sasser (D)	R
ALASKA		**GEORGIA**		**LOUISIANA**		**MONTANA**		**NORTH DAKOTA**		**TEXAS**	
Murkowski (R)	W	Fowler (D)	R	Breaux (D)	R	Baucus (D)	R	Burdick (D)	R	Bentsen (D)	R
Stevens (R)	W	Nunn (D)	R	Johnston (D)	R	Melcher (D)	R	Conrad (D)	R	Gramm (R)	W
ARIZONA		**HAWAII**		**MAINE**		**NEBRASKA**		**OHIO**		**UTAH**	
DeConcini (D)	R	Inouye (D)	R	Mitchell (D)	R	Exon (D)	R	Glenn (D)	R	Garn (R)	W
McCain (R)	W	Matsunaga (D)	R	Cohen (R)	R	Karnes (R)	W	Metzenbaum (D)	R	Hatch (R)	W
ARKANSAS		**IDAHO**		**MARYLAND**		**NEVADA**		**OKLAHOMA**		**VERMONT**	
Bumpers (D)	R	McClure (R)	W	Mikulski (D)	R	Reid (D)	R	Boren (D)	R	Leahy (D)	R
Pryor (D)	R	Symms (R)	W	Sarbanes (D)	R	Hecht (R)	W	Nickles (R)	R	Stafford (R)	W
CALIFORNIA		**ILLINOIS**		**MASSACHUSETTS**		**NEW HAMPSHIRE**		**OREGON**		**VIRGINIA**	
Cranston (D)	R	Dixon (D)	R	Kennedy (D)	R	Humphrey (R)	W	Hatfield (R)	W	Trible (R)	W
Wilson (R)	W	Simon (D)	R	Kerry (D)	R	Rudman (R)	W	Packwood (R)	R	Warner (R)	W
COLORADO		**INDIANA**		**MICHIGAN**		**NEW JERSEY**		**PENNSYLVANIA**		**WASHINGTON**	
Wirth (D)	R	Lugar (R)	W	Levin (D)	R	Bradley (D)	R	Heinz (R)	R	Adams (D)	R
Armstrong (R)	W	Quayle (R)	W	Riegle (D)	R	Lautenberg (D)	R	Specter (R)	A	Evans (R)	W
CONNECTICUT		**IOWA**		**MINNESOTA**		**NEW MEXICO**		**RHODE ISLAND**		**WEST VIRGINIA**	
Dodd (D)	R	Harkin (D)	R	Boschwitz (R)	W	Bingaman (D)	R	Pell (D)	R	Byrd (D)	W
Weicker (R)	R	Grassley (R)	W	Durenberger (R)	R	Domenici (R)	W	Chafee (R)	R	Rockefeller (D)	R
DELAWARE		**KANSAS**		**MISSISSIPPI**		**NEW YORK**		**SOUTH CAROLINA**		**WISCONSIN**	
Biden (D)	A	Dole (R)	W	Stennis (D)	R	Moynihan (D)	R	Hollings (D)	R	Proxmire (D)	W
Roth (R)	R	Kassebaum (R)	W	Cochran (R)	W	D'Amato (R)	W	Thurmond (R)	W	Kasten (R)	W
								SOUTH DAKOTA		**WYOMING**	
								Daschle (D)	R	Simpson (R)	W
								Pressler (R)	W	Wallop (R)	W

AFL-CIO news

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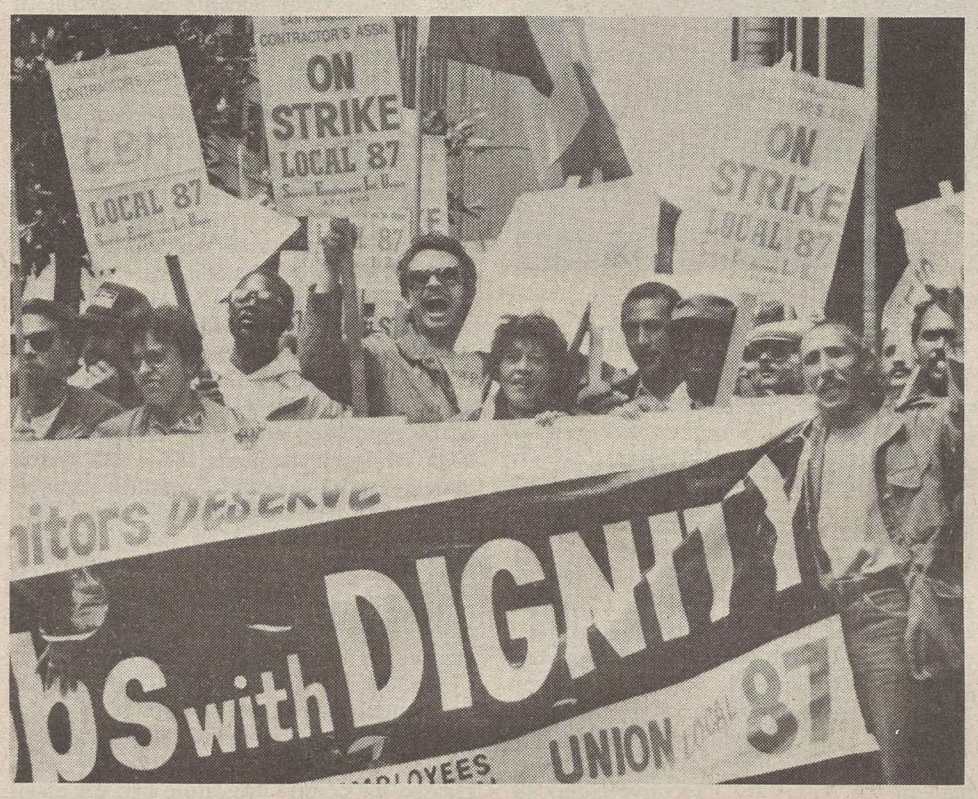
UNION YES



March for dignity

Members of Service Employees Local 87 in San Francisco march through the financial district during a two-week strike against 11 building maintenance contractors for a fair contract. The janitors suspended the strike at the request of Mayor Art Agnos. But SEIU Local 87 President Wray Jacobs warned that the strike may resume if the 1,750 members reject a "final offer" demand by employers for a pay freeze and givebacks.

Landmark VDT law adopted in New York

Suffolk County first in nation to set regulations

Hauppauge, N.Y.—Suffolk County has enacted the nation's first law to provide health and safety protections for workers who operate video display terminals.

New York State AFL-CIO President Edward J. Cleary praised the county legislature for responding to the real needs of its constituents. Cleary said the federation will seek comparable VDT laws in Erie, Albany and Rockland Counties.

Communications Workers President Morton Bahr called the new law a "model piece of legislation to protect the health and safety of VDT workers."

Legislation similar to the Suffolk County law has been introduced in at least 25 states. Nine states and the District of Columbia have formulated guidelines for government workers using VDTs.

The Suffolk County law deals strictly with workplace standards and does not address whether VDTs emit harmful radiation.

Workplace necessity

"This bill truly is a necessity in these days of computer-dominated workplaces," said Art Wilcox, director of the state federation's public employee division. "In situations where ergonomics have been improved, productivity has increased dramatically." Studies have shown VDT operators have more documented instances of headache, eyestrain, deteriorated vision, back, neck and shoulder pain. Carpal tunnel syndrome, a debilitating nerve disease, has disabled more than 23,000 workers nationwide, he noted.

Today, there are an estimated 15 million VDTs in use in American industry. By 1990, some 40 million workers will likely be using a computer terminal at some point during their work shift.

Suffolk County's landmark action came on a 13-5 vote to override the veto of County Executive Patrick Halpin. A dozen votes were needed to override Halpin, who had echoed employer claims that thousands of jobs would be wiped out in the county by the regulation. The measure originally passed 13-2 with three abstentions.

Cleary said he was outraged by Halpin's veto and his submissiveness to the business community "whose arguments on the cost of the legislation were untrue."

Heinz Huesch, president of CWA Local 915, charged that "Halpin caved into big business."

Two years ago when Halpin was a state assemblyman, he sponsored similar legislation and had campaigned last fall as favoring such a measure.

Cleary praised the efforts of the bill's sponsor, John Foley, for spearheading the drive for passage.

Once the law is filed with the state, employers will have 90 days to comply

Continued on Page 2

MEMO FROM COPE
PAGE 8

Congress votes to pull plug on employer 'lie detectors'

By Arlee C. Green

Private employers who use of polygraphs on their employees and job applicants—a bugaboo for workers—will be sharply curtailed if President Reagan signs the labor-backed legislation that passed both houses of Congress by veto-proof margins.

The Senate's 68-24 vote on June 9 approved the same conference committee measure the House passed earlier this month, 251-120. The bill, carrying a strong bipartisan stamp, was sent to the White House where the Administration is divided, with the Labor Dept. advising Reagan to sign the bill, and the Justice Dept. urging a veto.

The Employee Polygraph Protection Act will limit pre-employment screening of job applicants through the use of lie detectors and sets up stringent safeguards for testing that is allowed.

"Lie detectors" include polygraphs, detectographs, voice stress analyzers or any other similar mechanical or electrical device that is used to render a diagnostic opinion regarding the honesty of an individual.

Federal, state and local governments will be exempt from coverage under the law, which also allows for pre-employment testing of security guards and workers who will have access to controlled substances.

Sen. Edward M. Kennedy (D-Mass.), a cosponsor of the Senate bill, said the legislation will "put an end to decades of injustice," and "sharply curtail a practice that is little more than 20th Century witchcraft."

The compromise polygraph measure passed the Senate is similar to the original bill that body approved in March. The joint conference committee in May added the House-passed exemption for drug companies to the bill, deleted the nuclear power plant exemption that had been passed by the Senate and removed the Labor Secretary's authority to set minimum qualifications for polygraph examiners.

Limited testing

Additionally, the compromise bill would permit workers to be tested if the employer has a "reasonable suspicion that the employee was involved in" any incident or activity causing economic loss or injury to the employer's business.

The legislation provides that employers can be fined up to $10,000 for any violation of the act and that the Labor Dept. can seek injunctive or other legal relief relating to a violation of the law. Further, an employee or prospective employee may bring court action against an employer as well.

Trade deficit tops $47 billion in first four months of 1988

By John R. Oravec

America's merchandise trade deficit ran at a $141-billion annual pace in the first four months of 1988 even though April's damaging shortfall eased to $9.9 billion after the Commerce Dept., revised the March deficit upward.

For the January-April period, imports totaled $149 billion and exports amounted to $102 billion, leaving a seasonally adjusted trade gap of $47 billion.

Both exports and imports declined slightly from March when the Commerce Dept. first reported that the deficit had plunged to $9.7 billion. But just days before it released the April data, the department revised the March deficit to $11.7 billion—"seasonally adjusted."

Some government and labor economists attributed April's merchandise trade gap decline to the three-year trend of a weaker U.S. dollar—making imports costlier for Americans and exports less expensive for foreigners. Compared with the first four months of 1987, exports were up 31 percent while imports increased 12 percent.

But in a separate report, Commerce Dept. data showed that the deficit in the nation's current account, which includes trade in both goods and services, surged 18.6 percent in the first quarter to $39.8 billion.

The current account imbalance also reflects the continued costs of paying on the country's huge foreign debt. America had

Continued on Page 3

Hospital workers face health care cutoff

San Francisco—Seven area hospitals want to cut off health care coverage for hundreds of their workers who refused to knuckle under to management demands to make copayments for dependents on health insurance premiums through payroll deductions.

Under their existing Service Employees agreement, the 1,600 hospital workers have a noncontributory health plan. But after members of SEIU Local 250 rejected a new contract in May the hospital management declared an impasse and imposed provisions of its "final offer" calling for copayments.

That amounts to a backdoor pay cut because the monthly copayments add up to $15 per dependent and $30 per family. The hospitals insisted that the workers sign up for payroll deduction copayment plan by June 1. Hundreds of workers did not, but they have made cash payments from funds provided by their union.

That wasn't good enough for management. The hospitals threatened to terminate health care coverage for all workers who didn't sign up for the payroll payment scheme.

The SEIU won a temporary restraining order in federal court to block the terminations. The order has since been upheld by the 9th Circuit U.S. Court of Appeals.

So for now, the SEIU members retain their health coverage—no thanks to the hospitals that employ them.

The union pointed out that "If hospitals can take health benefits away from us and make family coverage too expensive for hospital workers . . . then no one's benefits are safe."

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8/81/9

U.S. worker delegation: William C. Doherty, Lane Kirkland, Jim Baker, Ed Hickey and Bert Seidman.

Foreign owners spite U.S. unions

Worker delegate levels charges as ILO conference opens

Geneva—Multinational enterprises do not by definition form an "evil empire," U.S. worker delegate Jim Baker told the opening of the International Labor Organization conference, but two European-owned firms are befouling labor relations in their U.S. operations.

In his remarks to the annual conference, Baker described the anti-union activities of French-based Carrefour since it opened a Philadelphia supermarket and Swedish-based Electrolux in its North American operations. Baker is the AFL-CIO's European representative.

AFL-CIO President Lane Kirkland leads the 14-member U.S. labor delegation attending the conference along with representatives from American business and government.

Occupational safety and health, apartheid in South Africa, worker rights violations in Nicaragua, Turkey and Poland, unemployment compensation and the occupied territories of the Middle East are among the topics on the ILO agenda.

On the absence of Polish Solidarnosc leader Lech Walesa, Baker chided the East German delegate chairing the session that a "former worker delegate from one of your neighboring countries and the leader of an important and free trade union has been, once again, denied the right to make a trip outside of his homeland."

Baker noted that the travel denial "constitutes a violation of trade union rights as clearly established recently by the ILO's Committee on Freedom of Association." It also violates the UN Declaration of Human Rights, Baker said, pointing out that the declaration was adopted in 1948.

Despoiling relations

In relating the Philadelphia supermarket story, Baker said Carrefour "refuses even to talk the union" despite the parent company's good relations with unions at home in France. As such, he said, the company is also defiling a Philadelphia supermarket atmosphere in which "labor and management have been working together well for decades."

Since incorporating its North American operations into one operation called White Consolidated, Baker said, Electrolux has hired "one of the most notorious U.S. union-busting firms, which has on numerous occasions led its clients into activities found to be violations of U.S. labor laws."

Baker quoted the report of ILO Director General Francis Blanchard on "the deterioration in trade union strength in some industrial democracies," and said one of the sources was multinational employers.

Baker said his objections came despite the fact that "there has been far too much useless propaganda against multinational enterprises over the years; they do not constitute an evil empire. But, it is not too much to expect that when someone comes into your home, he will not befoul it."

Bricklayers President John Joyce, chairman of the AFL-CIO Executive Council's Defense Committee, is also part of the ILO delegation, along with AFL-CIO international affairs director Tom Kahn and the heads of the three AFL-CIO regional institutes: Patrick O'Farrell of the African-American Labor Center, William C. Doherty of the American Institute for Free Labor Development, and Charles Gray of the Asian-American Free Labor Institute.

Other members of the delegation are Steelworkers Vice President Leon Lynch, Montana State AFL-CIO Executive Sec.-Treas. James W. Murry, attorney Edward J. Hickey, AFL-CIO Occupational Safety, Health & Social Security Director Bert Seidman, Bricklayers Assistant to the President Joel Freedman, AFL-CIO International Affairs Assistant Director Paul Somogyi, and AIFLD regional director Michael Verdu.

N.Y. county adopts nation's first VDT law

Continued from Page 1

with its first requirement—eye exams for operators. All provisions would take effect by Jan. 1, 1990.

Companies with more than 20 VDTs will be required to pay 80 percent of the cost of annual eye exams for their workers using terminals, and glasses and contact lens if needed. The law limits continuous VDT work to three hours by requiring a 15-minute break for alternate work and requires employers to provide both written and oral training to workers.

Employers must provide adjustable VDT screens, detachable keyboards, adjustable copy holders and adjustable lighting fixtures. Equipment and furniture leased, rented or purchased after Jan. 1, 1990, must meet stringent standards for work station design. Equipment and furniture acquired before then will be exempted.

Review commission

The bill also establishes a VDT review commission that will recommend periodic changes to update standards in the law.

Jan Pierce, vice president of CWA's Manhattan district, which represents about 4,000 telephone company terminal operators in the county, said, "We are very pleased the county legislature had the courage and tenacity to withstand the vicious assault on the VDT legislation from big business and the county executive, and enact such legislation."

Pierce emphasized that passage of the bill sends a message to employers nationwide. That message is that "workers are tired of having their bodies used to store electromagnetic radiation" from VDTs and subjected to the harm caused by poorly designed work stations.

Business leaders in the county, however, missed the message and have vowed to take the new law to court.

Passage of the county law may put pressure on State Sen. James Lack (R-Suffolk), chairman of the Senate Labor Committee, to seek a similar statewide law to allay business community fears that the county will become an "economic island."

Collective bargaining, etc.

Members of the **Television & Radio Artists** and **Screen Actors Guild** ratified new three-year contracts covering television and radio commercials. The agreement achieves a high priority for the unions—a ban on free use of commercials by cable television. Union members had conducted a 25-day strike to underscore their objectives. The combined vote was 32,114 to approve; 1,097 to reject. The joint national boards of AFTRA and SAG both urged ratification.

The **Rubber Workers** approved a new three-year contract with Firestone Corp. that could add as much as $4 an hour to workers' wages. "The agreement will afford protection for these members during the next three years and does offer the possibility of a wage reopener in the third year," said URW President Milan Stone. Agreement on the pact for the 4,700 URW members came in late May after a week-long strike.

More than 3,000 hourly employees of the Hawaiian Telephone Co. of Honolulu, represented by the **Electrical Workers**, ratified a new three-year accord that gives them a 2.75 percent ratification bonus this year and a 2.5 percent wage increase in each of the remaining years. Also improved were per diem pay for assignments outside of the employee's normal base location, life insurance, sickness and disability benefits and an additional personal holiday.

The **Carpenters** and the **Woodworkers** reached a tentative agreement with Bohemia Inc. for nearly 1,000 employees in the company's four plants in Oregon and another in California. The accord was seen as a breakthrough in talks that have been underway since early April for some 38,000 workers in western lumber and plywood mills whose contracts expired June 1. Union leaders said the agreement with Bohemia restores wage and benefit cuts the workers took in 1986 bargaining.

Meanwhile, at least 4,500 Woodworkers in three states laid down their saws and walked off their jobs at 18 wood products operations in Oregon, Washington and Montana. The strikes are against Willamette Industries Inc. of Portland, 1,200 workers; Champion International Corp., 2,400 workers, and Daw Forest Products Co. of Lake Oswego, 800 workers. Union members want settlements following the pattern established at Bohemia Inc.

Members of the **Metal Trades Council** of Portland, Ore., are voting on a one-year contract at West State Inc. shipyard. Mike Fahey, executive secretary of the district council that represents 3,000 metal trades workers in ten crafts, called the agreement a "good one." Under the terms of the contract, when the employer—whose workforce runs between 200 and 800, depending on business—needs workers, it will call the union halls and hire according to a preference list of former employees rather than on a seniority basis. After the list is exhausted, the union can only then send out workers on the basis of seniority or other criteria.

The **Newspaper Guild** reached tentative agreement with United Press International on a new contract that would run through July 1, 1989. The Guild's bargaining committee said that the agreement "followed 15 months of what often amounted to war—a situation that was damaging to the employees, the company and the union."

Clerical and secretarial workers at Adelphi University in Garden City, N.J., have become the 15th university group in the New York-New Jersey area to be organized by Locals 153 and 32 of the **Office & Professional Employees**. A total of 273 Adelphi employees are in the bargaining unit.

Frank Drozak of Seafarers mourned 'at sea and ashore'

Alexandria, Va.—Seafarers President Frank Drozak, a member of the AFL-CIO Executive Council since 1981, died from brain cancer at his home on June 11. He was 60.

Drozak was elected president of the AFL-CIO Maritime Trades Dept. in February 1980, and in July of that year, succeeded Paul Hall as president of the Seafarers.

In a letter to his wife Marianne, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said, "Frank's death brings sorrow to trade unionists around the world, at sea and ashore . . . He will be deeply missed far beyond the ranks of his colleagues . . . He will be remembered by the national and international leaders who relied on his counsel, as well as by union members in every craft and trade whom Frank helped rescue in a thousand strike emergencies."

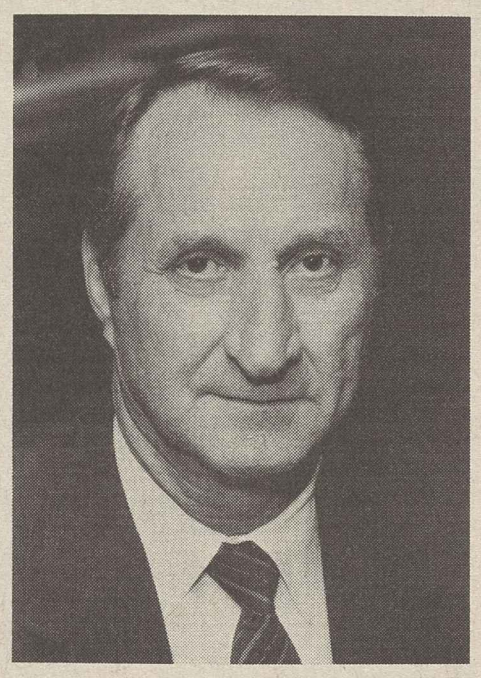
Drozak went to work at 16 in a Mobile, Ala., shipyard and joined the merchant marine during World War II. He reached the rank of boatswain—the highest unlicensed rank—before coming ashore to be an organizer for the Seafarers in the 1950s.

Port agent

In 1964, he became the union's port agent in Philadelphia. He also represented the union on the West Coast, based in San Francisco. He was elected an SIU vice president in 1965.

In 1972, Drozak moved to the SIU's headquarters, then located in Brooklyn, N.Y., where he was responsible for contracts and contract enforcement for the Atlantic, Gulf, Great Lakes and Inland Waters district.

Drozak, as head of the Seafarers and the MTD, fought an uphill battle to retain government programs needed to kept the nation's merchant marine afloat. He played a crucial role in blunting attacks on cargo preference and operating subsidies.



Frank Drozak

Even during his illness, he continued to press for a change in the Reagan Administration's policy on the reflagging of Kuwaiti tankers. The Administration used an exemption in the reflagging legislation to permit the U.S.-flagged Kuwaiti ships to use foreign crews.

Besides his wife, survivors include one daughter and three grandchildren. Funeral services were held June 16 at the Harry Lundeberg School of Seamanship in Piney Point, Md., with burial at the Seafarers Haven cemetery in nearby Valley Lee, Md.

Michael Sacco, executive vice president, has been handling the duties of the SIU president.

Tariff sanctions sought for worker rights abuses

By Candice Johnson

The AFL-CIO asked the U.S. Trade Representative to bar eight nations from benefiting from the Generalized System of Preferences trade program because of their disregard for workers' and human rights.

In a letter to the GSP trade subcommittee, Federation Chief Economist Rudy Oswald urged that Burma, the Central African Republic, Haiti, Indonesia, Malaysia, Syria, Thailand and Turkey "be found ineligible to participate in the GSP program."

Countries participating in the GSP program can export goods to the United States at special zero or low tariff rates. The program was enacted in 1975 to help developing countries to diversify their exports. But when the law was extended in 1984, a provision was added requiring the U.S. Trade Representative to ensure that governments participating in the program were abiding by internationally recognized standards of worker rights, Oswald said.

"In the AFL-CIO's view, all of these countries have long-standing, repressive labor practices, and they have consistently refused to take significant steps to extend internationally recognized rights to their workers," Oswald said. These basic rights, as adopted by the International Labor Organization, are the right of association, the right to organize and bargain collectively, a ban on forced labor, a minimum age for child labor and acceptable wages, hours, job safety and working conditions, he added.

Oswald reminded the subcommittee that the government is obligated to enforce the law's provisions guaranteeing that participating countries observe worker rights, but noted that under the Reagan Administration, the government has not done so. The federation earlier recommended that 13 nations be removed from the GSP program. So far, the administration has refused to move against any of these nations. Haiti, the Central African Republic, Indonesia, Thailand and Turkey were included in that list.

The AFL-CIO believes that all five worker standards must be considered, Oswald wrote, noting that the "relative freedom of association" in Thailand cannot absolve that country of its failure to observe prohibitions on child labor.

The federation relied on U.S. government materials, including the State Dept.'s "Country Reports on Human Rights Practices," and other information from union members in those countries to bolster its case that tariff breaks should be denied.

Quick action urged

"For instance, Burma and Syria are just two countries whose records are well-enough known by the U.S. government as worker rights violators that their GSP eligibility should be terminated without lengthy deliberation," Oswald wrote.

The AFL-CIO is seeking to have these countries found ineligible for the GSP program:

- Malaysia, which last October invoked sweeping police powers to suppress opposition leaders, including politicians, educators and labor leaders. Among the 106 Malaysians arrested was Vethamuthu David, secretary-general of the Malaysian Trades Union Congress and an opposition member of Parliament.

The Malaysian government is objecting to the AFL-CIO's petition to remove that country from the GSP program and said it was releasing David this week after seven months in jail.

David's arrest has had a chilling effect on the nation's labor movement, with union leaders fearing they will be locked up indefinitely without charges or a trial, the AFL-CIO pointed out.

- Burma, which enacted a single trade union structure, to be controlled and dominated by the political party in office. The role of unions is seen as purely social and educational, the Far Eastern Economic Review reported, with "employers and employees assumed to have the same interests."
- Central African Republic, where the country's principal labor organization was legally banned by the government in 1981. Last year, the U.S. trade representative agreed that there was reason to question the country's labor practices and said they "will continue to be reviewed." While some steps have been taken to restore constitutional rights for citizens, trade union activities remain under suspension.
- Haiti, where unions are subject to unreasonable restrictions, including limits on strikes to 24 hours and slowdowns to just two hours, and the $3 a day minimum wage is routinely violated. During national elections last November, voters were terrorized, union headquarters were destroyed and some citizens were killed, giving the military-backed government an excuse to cancel the election until an army supporter could be elected in January.
- Indonesia, which continues to enjoy special duty rates and GSP participation despite the AFL-CIO's documented case of abysmal labor rights in that country. Unions are controlled by the government, while strikes are immediately quashed by the manpower ministry. Workers in major manufacturing, banking, transport and fuel industries are barred from joining any union, and child labor laws are flouted, with more than 2 million children under age 14 employed throughout the country.
- Syria, where only one government-created trade union exists. Syria also has dissolved many private organizations, including medical, legal and engineering groups, a human rights monitoring group said.
- Thailand, which offers private sector workers seeking to organize unions no protection from retaliation and intimidation by employers. Employers routinely fire those workers interested in union organizing, and last year, at least one union official was murdered.

Child labor

At least 100,000 children ages 12 to 15 work at hazardous factory jobs in Bangkok alone, with many thousands more "leased" by their parents for two or three years' work. Children are forced to live on their work sites and cannot see their families.

While the U.S. trade representative claims that the government of Thailand is "attempting to address a number of problems," the AFL-CIO concluded that there is "little basis for such optimism."

- Turkey, where government officials continue their promises of "labor reform" while most workers still are prohibited from joining unions. Union officials have been arrested without cause and the government intimidates persons attending union seminars and meetings. While the U.S. trade representative, in a review last year, claimed that "labor leaders have been able to engage in political activities in defense of the rights of their members," the AFL-CIO disputed that claim, stressing the number of cases in which arrest and imprisonment is the price for speaking out.

U.S. foreign debt piles up, despite lower trade gap

Continued from Page 1

been running a surplus in the account in 1985. Since then, it has emerged as the world's largest debtor nation.

For all of 1987, the current account deficit was a record $153.9 billion. Based on the first quarter pace, the deficit for 1988 would total $159 billion.

April's imports declined $2.4 billion from the March level of $38.5 billion and exports dropped $660 million from $26.8 billion in March.

A fluke

While the Reagan Administration welcomed the easing of the monthly deficit to a single digit, the first time since August 1985, some government and private analysts termed the April figure "a fluke." They warned that not too much should be read in one month's statistics.

For manufactured goods, exports declined $2 billion in April to $28.4 billion. But for the first four months of 1988 exports of manufactured goods are running 36 percent above the 1987 period.

Helping boost the export figures was the continuing high level of shipments of nonmonetary gold, reaching a total of $2.7 billion thus far this year.

On a country-by-country basis, the April deficit with Japan was the highest at $4.4 billion even with a $100 million decline over the month. The imbalance with Canada eased slightly to a little more than $1 billion.

Restored "highway post office" bus pulls into Middleburg, Va.

Postal Workers turn a page in history

The Postal Workers sponsored the restoration of Highway Post Office No. 1, an antique bus outfitted with a complete full-service mobile post office like those used by the Postal Service until the early 1960s.

The restored bus was donated to the Smithsonian Institution's National Museum of American History, following a commemorative re-enactment that retraced the original route over which it operated four decades ago—from Harrisonburg, Va., to Washington, making stops at all the post offices it served from 1941 to 1960.

The highway post offices, as the mobile service was called, were established to reach the people left unserved by the loss of railway mail service. The postal bus was decommissioned by the U.S. Post Office Dept. in 1960.

In 1968, members of the Postal Clerks, which later become the APWU, purchased the vehicle and donated it to the Smithsonian. In March 1986, the union pledged the funds to restore the vehicle completely to an operating mail station.

On its commemorative trip through the Virginia countryside to Washington, APWU members on board the 35-foot-long, 7-ton bus operated a full-service station, hand-canceling letters and issuing a commemorative cover with the picture of the bus under the words, "Highway Post Office One, Retracing the Original Route."

In a special program at the Smithsonian, former highway postal clerks provided the public with oral histories of the service and labor songster Joe Glazer performed a selection of songs that captured the spirit of the highway postal workers. Later, APWU members demonstrated mail-sorting techniques in the Smithsonian's Hall of Postal History & Philately.

Food union gains recognition at IBP beef plant

Joslin, Ill.—The Food & Commercial Workers scored a major organizing breakthrough as IBP Inc. agreed to recognize the union to represent the 1,700 workers at the company's beef processing plant here.

The recognition move came after the Illinois Labor Dept. determined that a large majority of the Joslin workers had signed valid union authorization cards. The UFCW, which represents 2,800 employees at the giant meatpacker's flagship plant in Dakota City, Neb., initiated the organizing campaign at IBP's nonunion plants in September 1986.

UFCW President William H. Wynn commended IBP for agreeing to the "card check" recognition rather than forcing a protracted election conducted by the National Labor Relations Board. "The delays encountered in NLRB elections often leave workers frustrated and without the union representation they want and need," Wynn said.

"The UFCW hopes that this heralds the start of an improved relationship between the union and IBP, built on mutual cooperation and understanding and benefitting both the workers and the company," he added.

Regional Director Phillip L. Immesote said that UFCW Local 1540 of Mount Prospect, Ill., has been designated the bargaining representative for the Joslin plant workers.

"Because IBP recognized the union without a time-consuming election, the workers can move immediately to elect their own negotiating committee and begin negotiations on a collective bargaining agreement." Immesote said. He predicted that safety and a grievance and arbitration procedure to resolve workplace complaints would be "major priorities."

Scores of UFCW packinghouse members volunteered free time or took leaves of absence to assist the organizing campaign, which was funded by a special assessment voted by the union's 100,000 packinghouse members and matched by the UFCW.

"The volunteer organizers were absolutely crucial to success," said UFCW Organizing Director Douglas H. Dority. "They had credibility among the IBP workers and fresh enthusiasm."

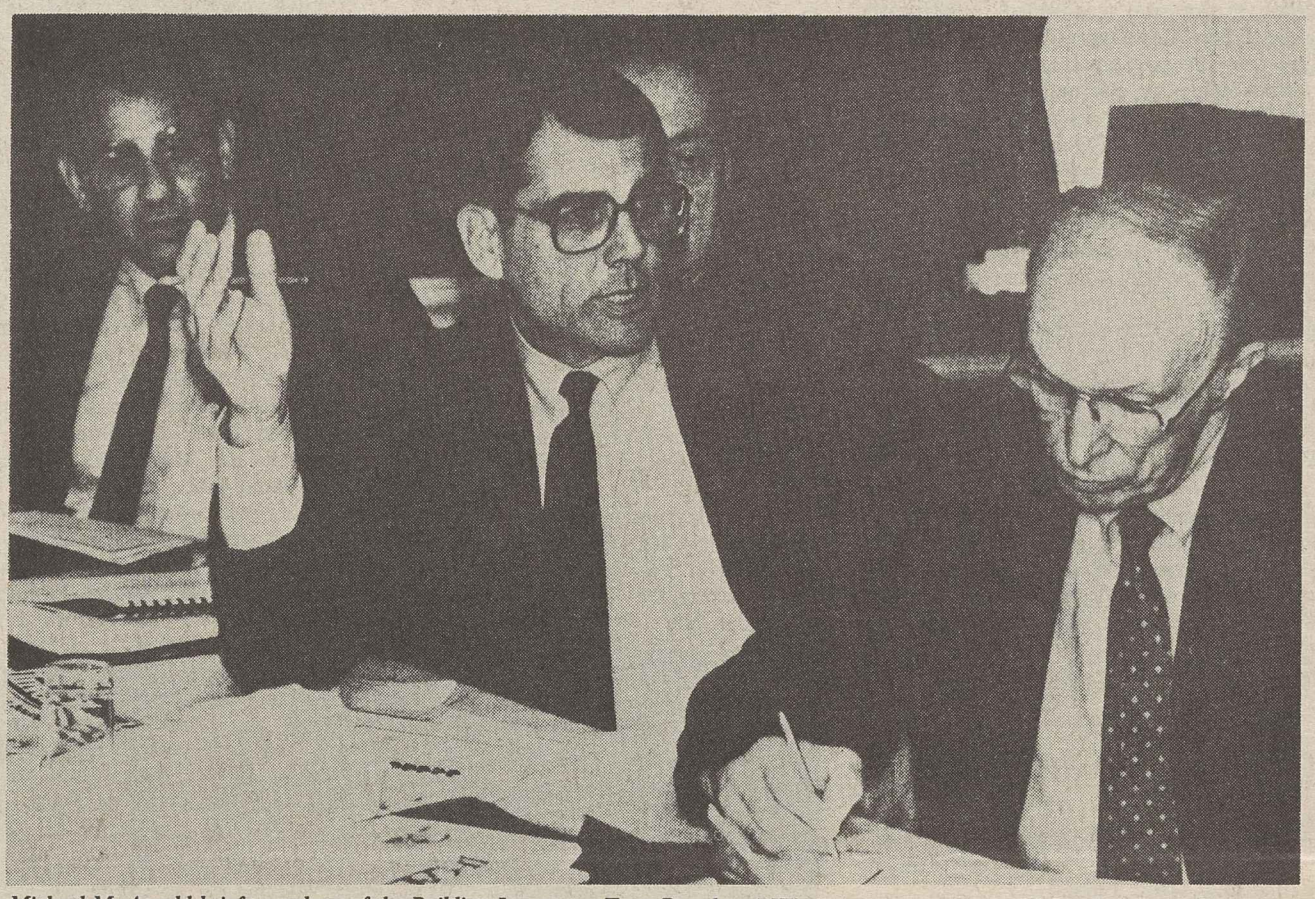
Wynn credited "a dialogue" established with IBP during a seven-month lockout and strike at the Dakota City Plant with "creating a framework for more positive labor-management relations." The UFCW has encountered several disputes at the Dakota City Plant.

IBP operates 12 meatpacking plants, mainly in the Midwest. The Teamsters represent workers at two plants, the UFCW has two and eight are nonunion.

Wynn said the UFCW would now expand its emphasis on organizing nonunion meatpacking plants to other employers.

THE AFL-CIO BUILDING INVESTMENT TRUST

Backing Principle With Principal



Michael M. Arnold briefs members of the Building Investment Trust Board on BIT's investment strategy. At left is Robert A. Georgine, president of the Building & Construction Trades Dept.; at right, AFL-CIO Sec.-Treas. Thomas R. Donahue.

The AFL-CIO's brand-new Building Investment Trust traces its roots back 25 years to the federation's first steps into the field of pension investment—the Housing Investment Trust.

Since 1964, the Housing Investment Trust has financed more than $650 million in 100 percent union construction work.

Both funds combine the goals of prudent pension investment with a "make sense" job-creating policy and a commitment to the communities that union workers call home.

The Building Investment Trust (BIT), created in 1987, is the AFL-CIO's first foray into the field of major commercial and industrial real estate investment—a field once dominated by banks and money managers interested only in "bottom line" profits.

AFL-CIO President Lane Kirkland has described BIT as "an important initiative in representing the interests of working people."

BIT's policy committee—former undersecretary of the U.S. Dept. of Housing & Urban Development Floyd Hyde, Michael M. Arnold, director of Investor Relations and William C. Tutt, the Trust's financial manager—takes a "hands on" approach to investment decisions developed from the experience of the federation's Housing Investment Trust. "The philosophy is to seek out prudent investments in union-friendly projects that will generate jobs and affect a positive impact on the host community," says Hyde.

After months of planning and legal filings, BIT got off to a running start as the Bakery & Confectionery Workers Pension Fund weighed in with the first official investment of $15 million followed quickly by a commitment from the Bricklayers National Pension Fund. Within days, BIT completed the paperwork to fund its first project, a $5.8 million hotel complex in Taos, N.M., that will provide much-needed employment for union construction workers in the state.

Housing Investment Trust construction loans and mortgages are available only for building single family and multi-family housing, retirement centers and nursing homes. The Building Investment Trust will be involved in a broad range of commercial and industrial ventures.

The Riggs National Bank—Washington, D.C.'s largest—serves as trustee of the Building Investment Trust. To union members and negotiated pension fund administrators this new Trust means:

- An investment opportunity that offers first-rank administration with a solid and competitive financial return:
- The opportunity to use workers' financial strength to pursue positive social and economic goals.

The Trust can help labor be "an active participant in bringing America back," says Hyde, chief executive officer of the Trust and a past president of the National Housing Conference.

Using the assets of labor's pension plans, Hyde says, "working people can bring a vast amount of economic leverage to the table. That can be used on projects and in areas that benefit people and programs, not just investors."

While the mission of the Trust is to serve as a sound and competitive investment tool for pension funds, its pro-union, pro-worker investment strategy is at the heart of the Trust's philosophy.

"Our reason for being is to achieve solid economic returns for our investors," says Hyde, "but we are undertaking our mission from the perspective of social awareness and the logic of workers' assets serving them, and their communities, to the fullest extent possible.

"It simply makes sense for workers' assets to be used to create jobs, to build and renovate in communities, and to finance much-needed public facilities," Hyde says.

"Let others invest in runaway manufacturing plants. We have our own agenda. We want to be the people who work with the communities to make them viable and prosperous."

Through the Building Investment Trust, Hyde says, the labor movement can influence the shape and substance of development in their communities. "We can bring some leverage to the table," he says. "We can be an important catalyst toward positive social change."

Funds from both the private and public sectors are eligible to invest in the Trust. Minimum investment in the Building Investment Trust is $100,000. BIT is targeting an investment goal of $100 million for its first full year of operation. (The Housing Investment Trust, which requires a $10,000 minimum investment, stands at about $215 million today with 188 participating investors.)

The AFL-CIO investment programs are the best way to build our pension funds while creating jobs for our members in all segments of the construction market

Riggs has approved BIT's first project, the $5.8 million, 126-room hotel in Taos, N.M. Ground was to be broken by early July. Riggs is considering 13 additional projects as well, all put before it by BIT's advisory panel. Projects seeking backing vary widely ranging from retail and office complexes in Virginia to a shopping center in Ft. Worth, Tex. In all, the Trust had nine initial projects to consider in seven states even before the first pension dollar was invested.

Kirkland, in a letter to Riggs, noted that the bank's acceptance in April of the federation's request that it serve as the trustee "cleared the way" for BIT to move ahead.

Kirkland noted that "obviously, it is not the intent of the AFL-CIO to profit from the Building Investment Trust. Indeed, like the Housing Investment Trust, the new Trust will operate at no profit to the federation.

"The AFL-CIO's interest is to provide low cost, prudent real estate investment options to our pension plans," Kirkland wrote. "Secondarily, we can generate jobs throughout the economy and add to the overall economic vitality of the nation."

Many who witnessed the stock market plunge of Oct. 19, 1987, "have come to recognize that real estate offers a good means of diversifying assets as a hedge against the volatility of other investment choices," Kirkland added.

Federal law requires pension fund investment diversification, Hyde notes, and the Trust's solid financial backing—Riggs has over $6.5 billion in assets—and a pro-labor investment strategy make BIT a "natural" for union pension funds.

Hyde says that the Trust will open new doors of opportunity for union leaders across the country who want to increase labor's voice and influence in their communities.

Hyde's sentiments are echoed by Building Trades President Robert A. Georgine, whose affiliates are among the first beneficiaries of BIT's emphasis. "The combined pension funds of union members represent a source of economic strength in this country. Let's use that muscle to take care of our own. The AFL-CIO investment programs are the best way to build our pension funds while creating jobs for our members in all segments of the construction market," Georgine said.

The availability of union pension fund assets as a source of funding for sound commercial ventures can make unionists "true players," Hyde says, and will put them in a position of influencing development in their communities.

For example, Hyde notes the trend in many metropolitan areas of abandoning inner cities in favor of suburban development, often to the detriment of communities and jobs. BIT hopes to influence urban planners, elected officials and developers alike to structure projects in ways that satisfy not only commercial needs but concerns about growth, development and opportunities for workers as well.

Arnold, the Trust's director of investor relations, says word of the new Trust is already out among mortgage bankers and brokers, largely because of their exposure to the Housing Investment Trust over the past two decades.

AMERICAN FEDERATION
OF LABOR AND CONGRESS
OF INDUSTRIAL ORGANIZATIONS

UNION YES

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Jackie Presser
Sigurd Lucassen

June 3, 1988

Dear Trade Unionist:

I am pleased to announce that the AFL-CIO Building Investment Trust, as approved by the Executive Council last year, is now operational. Required approvals from governmental regulatory agencies were recently obtained, and we are now in a position to offer our pension funds a full range of real estate related investment options.

Through the Housing Investment Trust, which the AFL-CIO has sponsored for more than 20 years, investors can continue to obtain the security offered by investments in government insured or guaranteed residential construction loans and mortgages. Through the Building Investment Trust, pension funds can further diversify their portfolios in a pooled trust investing in all types of commercial and industrial real estate projects. In addition to construction and straight mortgage loans, the Building Trust adds the flexibility of owning commercial property as a limited partner and of entering into participating mortgages.

Like the Housing Trust, the Building Trust will operate at no profit to the Federation. A maximum fee of one percent of total net assets has been established for the overall management of the Trust, which is one of the lowest in the industry.

For your information, I have enclosed some materials about the Building Trust. Requests for additional information should be directed to Mike Arnold, Director of Investor Relations, AFL-CIO Investment Trusts, 815 Fifteenth Street, N.W., Suite 736, Washington, D.C. 20005; (202) 347-6877.

We urge your assistance in making this important new AFL-CIO initiative a success.

Sincerely and fraternally,

President

815 SIXTEENTH STREET, NW
WASHINGTON, D.C. 20006
(202) 637-5000

"We're very pleased with the response we've been getting," says Arnold. "We understand that some lenders are having difficulty coming up with viable projects to finance, but that just isn't the case with us. We have taken steps to insure that we always have quality projects in which to invest available funds."

Arnold says the Trust is reaching out not just to bankers and brokers familiar with the Housing Investment Trust, but to private and public groups involved in construction and revitalization.

A key element of BIT is its sweeping union-label concept: project managers committed to using union labor during construction. When the Trust retains an equity interest in a project, it will be serviced by union labor—building engineers and maintenance crews, for example. Economists estimate that each $1000 spent on housing construction generates 16.5 hours of work on-site and a total of 25.5 hours of work when related industries are counted.

While neither BIT, the Housing Investment Trust or any similar trust can guarantee a specific rate of return on investment, the Housing Investment Trust has in fact averaged an 11.4 percent rate of return over the last five years. The two AFL-CIO Trusts—Housing and Building—are managed by the same team.

BIT administrative costs are low. "We don't pay $250,000 salaries," notes Hyde. Riggs' trustee's fee, negotiated by BIT, is only 1 percent, and is expected to drop after the program has been in operation for awhile. The administrative fee for the Housing Investment Trust is down to seven-tenths of one percent.

Arnold, former executive director of the AFL-CIO Human Resources Development Institute, points out that participation in BIT provides a sound alternative to such offerings as certificates of deposit by local banks.

In such cases, Arnold says, local banks approach fund trustees and offer low-yield certificates of deposit with a pledge that the pension funds will be invested in real estate. In fact, what usually happens is that the bank winds up making 10 percent or more on the fund money, but the pension funds earn much less.

Michael J. Aquilino, a senior vice president and the trust officer at Riggs who is working with BIT, says that the Riggs' Trust Group has more than $16 billion in assets and has long served as trustee, agent and advisor to union pension funds, ranking among the top 10 managers of Taft-Hartley pension funding.

As Trustee, the bank will be responsible for all real estate transactions and handle the administrative, record-keeping, and reporting functions of the Trust.

Goldfinger library

The Nat Goldfinger Economic Research Library was dedicated at the George Meany Center for Labor Studies by AFL-CIO President Lane Kirkland and Goldfinger's widow Betty. Kirkland said the facility will be "a working library" to be used by thousands of trade unionists. "Unions are dynamic instruments of change to be used to improve the lives of individuals and societies. Nat spent his life teaching union members how to use their instruments more effectively," he said. Goldfinger, right, had been the federation's Economic Research director for 13 years when he died in 1976.

House backs 4% raise for federal employees

Small step toward private sector parity

A 4-percent pay increase for federal workers passed by the House as part of a $16.1-billion Treasury, Post Office and general government appropriation bill was welcomed by the Government Employees as taking a small step toward pay comparability with the private sector.

AFGE said it was pleased that the House leveled out the percentage increase for federal workers with that for military personnel. President Reagan had called for a 2-percent raise for federal workers and 4.3 percent for the military.

A 4-percent pay raise would still leave federal workers lagging more than 20 percent behind comparable private sector jobs, said AFGE, which is committed to gaining passage of pay reform legislation.

Salaried federal workers earning more than $72,500 a year and members of Congress are excluded from the increase. Postal workers aren't covered by the action since their pay is set in collective bargaining, and federal hourly blue-collar workers have their wages adjusted based on prevailing pay scales in their localities. In practice, however, the raise given to salaried workers has served as a cap for them also.

Product liability

In a strong bipartisan vote, the House Energy & Commerce Committee approved a compromise measure aimed at reducing the product liability of manufacturers. Although the bill is given little chance of making it to the House floor in this session, business groups are elated with having a foot in the door.

The bill would set strict standards for awarding punitive damages in liability suits, requiring "clear and convincing evidence" that the manufacturer was at fault. It would provide penalties for frivolous suits, reduce damages if the product was altered or misused by a third party, such as a child's parent or an auto mechanic, and prohibit have future state laws permitting product liability suits that spring from cases involving environmental damage.

In other congressional action:

- Two House committees—Intelligence and Armed Services—approved legislation to sever all economic ties between the United States and South Africa to pressure the Pretoria government to abandon its policy of apartheid. The committees added language allowing certain diplomatic activities and military intelligence sharing. The bill, which must clear two more committees before going to the full House, would require U.S. disinvestment in South Africa within a year and ban most trade.
- The House approved a two-year extension of the Workers Incentive (WIN) demonstration program which was to expire on June 30. The demonstrations, originally authorized in 1981, provide states with greater flexibility in experimenting with programs to aid welfare recipients. The bill, sponsored by Rep. Augustus Hawkins (D-Calif.), has been sent to the Senate where it will be taken up by the Finance Committee or considered under the unanimous consent calendar.
- Two resolutions passed by the House on June 13 recognizing the contributions women and Hispanics have made to the labor force, recommended ways to narrow the gap in wages between these groups and those of white males. The women's resolution urges employers to examine pay scales and personnel practices to help insure equity in jobs designations, pay and workloads, while the Hispanic resolution recommends that the federal government join state and local governments in promoting improvements in educational, employment and promotion opportunities.

Distillery Workers turn 50, delegates vote dues increase

San Francisco—The Distillery Workers' convention overwhelmingly voted to raise the minimum monthly local dues and the per capita tax, while trimming the union's executive board from 11 members to nine.

The 140 delegates to the 50th anniversary convention approved a $3 increase in the monthly local dues floor, raising it to $20 in three annual $1 steps, beginning July 1, 1989. The per capita tax will go up $1.25 to $5.55 by July 1, 1990—50 cents this July 1, 50 cents a year later and 25 cents in 1990.

Citing a need to trim costs and reflect a dip in membership, delegates voted to eliminate two vice presidential slots from the union's executive board.

President George J. Orlando and Sec.-Treas. Elvira L. Catalli were unanimously elected to their first full four-year terms in office. Re-elected vice presidents are: Raymond Bisson of Montreal, Frank Bisesi of Baltimore, Roland Crispino and Frank Minichello of New York, Harry Dickerson of Louisville, Ky., Patrick Duff of Chicago, Vernon Frakes of Peoria, Ill., and Lou Frazier of Spreckles, Calif., and Harry Priest of Fresno, Calif.

Orlando, in his keynote address, condemned Reagan Administration policies that have caused plant closings and extensive layoffs in the beverage and beet sugar industries since the last convention four years ago. He scored Reagan's "free trade" policies for exporting American jobs and eroding the nation's industrial base.

Noting the union's boycotts against Mohawk Liquor Co. and the Napa Valley Wine Cooperative, Orlando accused the Administration of "delivering to union-busting employers a standing army of desperate unemployed," and with tilting the National Labor Relations Board and the federal court system against workers.

Opposing excise tax hikes

Delegates unanimously adopted resolutions opposing further increases in federal excise tax levels and the imposition of warning labels on alcoholic beverages. The convention urged that Congress instead "provide the funds essential for studying the root causes of alcoholism."

Other resolutions called for increases in the minimum wage, unemployment benefits and social security payments, opposed use of electronic screening of job applicants and workers, and condemned the U.S.-Canada trade Agreement.

The delegates also backed continuation of a federal support program for domestic sugar and an called for end to the "dumping" of imported wine into the American market.

Unionists in the news

AFL-CIO Food & Allied Service Trades President **Robert F. Harbrant** received the Silver Buffalo medallion from the Boy Scouts of America, the BSA's highest adult award for outstanding service to youth. Harbrant, a member of Scouting's national executive board since 1984, has long been active in strengthening organized labor's involvement in scouting.

The Fire Fighters announced the winners of the IAFF's 1988 media awards contest. First prize winners, who received $500 and a plaque, included **Michael Norman**, the Columbus (Ohio) Monthly for best news or feature story in newspapers under 100,000 circulation, and **Lisa Leff** and **Christopher J. Georges**, Washington Post, for over 100,000 circulation. News or feature photo winners were: **Dean Curtis** of Argus Leader, Sioux Falls, S.D., under 100,000 circulation, **Kirby Kennedy**, New Haven, Conn., Register, over 100,000. Best TV news feature or story ended in a tie: **Marsha Downing**, WTVI-TV, Charlotte, N.C., and **Dr. Frank Field** and **Win Baker**, WCBS-TV, New York. Best radio commentary went to **Vivian Porter** and **Patricia King**, KRTH-AM, Los Angeles. Best local IAFF publication: The Heat Sheet, published by IAFF Local 68, Norfolk, Va.

Ladies' Garment Workers Vice President **Evelyn Dubrow** has been chosen as the 1988 recipient of the Distinguished Labor Leadership Award by the National Urban Coalition. Dubrow, ILGWU's legislative director, was cited as "one of working people's most effective voices in Washington."

Drew Von Bergen has been named the director of public relations for the Letter Carriers. Von Bergen was a longtime reporter and editor for United Press International, who was active in the Newspaper Guild and a past president of the National Press Club. He once served as press secretary to Sen. Howard Metzenbaum (D-Ohio) and as vice president of a Washington-based public relations firm.

Harbrant and the Silver Buffalo

Minimum health benefits bill backed

Passage of legislation requiring employers to provide their workers with a minimum level of health insurance coverage would be a critical first step in meeting the medical needs of America's working poor, union witnesses told Congress. They urged it be combined with other reforms to provide health insurance to the more than 37 million citizens lacking coverage.

Services Employees President John J. Sweeney and AFSCME President Gerald W. McEntee testified before the House Subcommittee on Labor-Management Relations on access to medical care, and called for passage of the Minimum Health Benefits for All Workers Act. Both cited cases where low-wage union members could not afford health insurance even though they worked full time.

Sweeney, chairman of the AFL-CIO Executive Council committee on health, called on Congress to adopt a package of reforms to improve access to health coverage. "At the heart of this reform package," he said, "is a minimum standard providing for basic health care at the workplace." Unions strongly support the basic health standard approach contained in the measure sponsored by Sen. Edward M. Kennedy (D-Mass.) and Rep. Henry A. Waxman (D-Calif.), he said.

Such legislation would bring enormous benefits, providing coverage for 23 million low-wage workers and their families currently without health insurance, Sweeney and McEntee said. It would generate a significant savings in taxpayer subsidies to businesses that won't voluntarily provide health coverage.

A worker safeguard

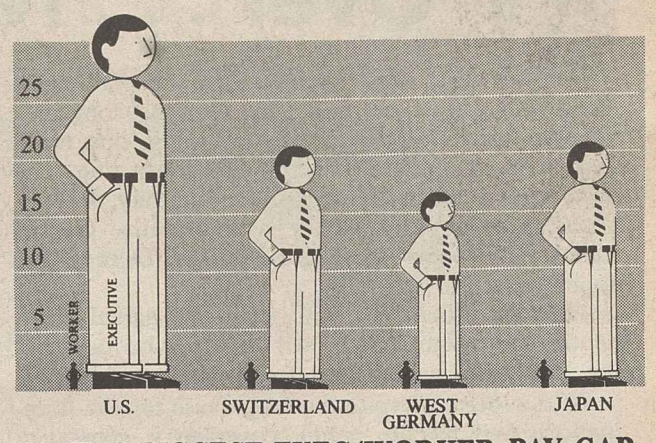
Setting a minimum standard for health insurance coverage should be thought of as no different than other worker safeguards required by the government—the 40-hour work week, unemployment insurance, minimum wage and social security, Sweeney and McEntee declared. They said that progress to extend health coverage to all Americans ground to a halt in the 1980s, as the percent of employers offering health insurance declined. The switch to a low-wage service economy has compounded the medical access problem, they noted.

Medical costs and insurance premiums, rising three times faster than the inflation rate, have prompted employers to dump ever greater costs on their workers—through higher copayments and deductibles.

They urged that needed reforms include:

- A requirement for most employers to provide basic health insurance to their employees.
- Medicaid reform to create uniform eligibility standards at 100 percent of the poverty line for all states, to improve provider participation and to make Medicaid flexible enough to combine with private, employment-based insurance.
- Coverage for the disabled, jobless and others without a work attachment through privately funded state insurance pools and public programs.
- New financing mechanisms for long-term care that removes nursing home payments from the Medicaid program.

BALANCE IN EXECUTIVE PAY



U.S. HAS BIGGEST EXEC/WORKER PAY GAP

U.S. BOSSES MAKE 31 TIMES THE AVERAGE WORKER'S WAGE

SOURCE: U.S. NEWS & WORLD REPORT, BUSINESS WEEK, AND BLS.

U.S. Bosses: World's Best Paid

Top business executives grabbed enormous pay increases during the 1980s—18 percent during 1986 alone and another 8 percent in 1987—while U.S. production workers' wage gains averaged just 2.5 percent, and many workers were even forced to take cuts in pay. Such gross disparities violate basic notions of fairness and add nothing to efficiency.

In 1987, according to **Business Week** (May 2, 1988), top executives' salaries and bonuses reached an average level exceeding $965,000. More than 40 percent of the executives in the survey made at least $1 million dollars. Adding such long-term compensation as stock purchase plans to salaries and bonuses pushes up the total increase to 48 percent, for a combined average compensation level of $1.8 million dollars.

Huge Executive Raises

With executives getting pay raises 20 times as great as the average worker, the typical American is falling farther behind. The share of income going to the 5 percent of American families with the highest incomes rose from $70,519 in 1979 to $118,742 in 1986. Ironically, business chiefs claim they deserve rich rewards for holding down everyone else's pay.

Managers below the top haven't enjoyed raises as great as chief executives. Mid-level managers' paychecks rose 4.4 percent on average last year. That's more than workers got, but it still indicates the captains of industry and finance didn't share much of the booty with their lieutenants.

No Link to Performance

Business executives like to say that they need their rich paychecks as an incentive and reward for generating profits. If that were true, there would be a tight link between profitability and executive compensation. In reality, executive pay and performance are not tied closely together.

Corporate profits after taxes dropped in five of the first eight years of the 1980s yet executives got raises every year. Only in 1983 and 1984, the first two years after the deep 1982 recession, did profits perform strongly. But that profit revival was mainly the result of easier money and lower interest rates. The 18 percent pay rise in 1986, the decade's highest, came as profits dropped about 1 percent.

Similarly, if based on performance, each executive's compensation would be tied to the returns provided to the company and its shareholders. But pay and stockholders returns show very little linkage.

Lee A. Iacocca was paid $50 million in 1985 to 1987 and $18 million in 1987 alone, but Chrysler's share of the U.S. new-car market slipped 1.4 percent last year and profits fell 7 percent. But, top honors for the highest paid U.S. executive in 1987 go to Charles Lazarus, chairman of Toys-R-Us, who picked up a cool $60 million in 1987, including stock options and regular compensation.

Big Bonuses for Big Bosses

Much of executive pay comes in the form of year-end bonuses, again supposedly to reward performance. Management consultants say that a large part of annual bonuses, as much as one-half, are really year-end salary supplements. Companies hesitate to reduce bosses' bonuses, even when profits tumble.

"Golden parachutes" are hefty bonuses paid to the executives of one company that is taken over by another. Frequently, a takeover attempt, even if unsuccessful, leaves the targeted company deeply in debt. Workers often have their pay cut or lose their jobs so the company can service that debt. In other instances, executives are paid millions just to get them to resign or retire.

In many cases, bonuses motivate executives to focus solely on the "bottom line" and make decisions to sell off corporate assets or terminate production with little regard for workers or communities. Firestone Corp. provides one example. In 1986, John Nevin, its chairman, received $5.5 million in longterm compensation plus a salary and bonus of nearly $800,000 for a total pay package of more than $6.3 million. Firestone's profit rise was largely the result of selling off a half-dozen of the company's non-tire businesses, and shutting down 10 of its 17 North American tire plants while cutting employment from 107,000 to 55,000. Firestone recently agreed to sell a 75 percent interest in its remaining tire operations to Bridgestone, a Japanese tire maker, and will concentrate on its automobile service businesses.

Best Paid in World

Surveys show that chief executives of major U.S. companies are paid at least twice as much as heads of similarly sized companies in other industrialized nations. American executives' taxes are also lower. In 1985, a British CEO received only 38 percent as much as a U.S. chief executive; a French, 46 percent; a West German, 54 percent; a Swiss, 71 percent; and a Japanese, 50 percent. Yet there's no evidence that these pay differentials have resulted in more competent management in the U.S.

American CEO's also rank at the top for other forms of executive compensation. The U.S. is one of only three countries where the pay packages of business bosses includes deferred payment plans. The others are Canada and the United Kingdom. Fringe benefits are a major part of pay in the U.S., and also in the United Kingdom, Germany and Switzerland. Bonuses make up 25 percent or more of the top bosses' pay in the U.S., Belgium, France, Germany, and Switzerland.

In salary and bonus, an American executive receives more than 30 times what the average manufacturing worker is paid. That's the industrialized world's biggest gap between bosses and workers. German bosses, for example, get 16 times more than their workers, while the Swiss and Japanese boss-worker pay multiple is 21.

Still, U. S. workers are told their wages need to be restrained so American business can meet foreign competition.

Prepared by the AFL-CIO Dept. of Economic Research.

AFL-CIO news

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MEMO FROM COPE

Moving into the main event

'It's' Over . . . Now 'It' Can Start

You see, "it" *isn't* endless, after all. "It" only seems that way sometimes. "It," the long, long presidential nomination process, needs just one more step to make it, finally, across the finish line: The party conventions. Democrats in mid-July, Republicans in mid-August. They will formalize George Bush's GOP and Michael Dukakis' Democratic nominations.

Then the other "it" will begin, the actual presidential campaign which will decide who occupies the White House the next four years.

At this point, despite the long chase for the nominations and all the media coverage it generated, pollsters find the images of both candidates blurry in the public eye. Despite his near-eight years as Vice President—or maybe because of them—voters aren't sure what George Bush has done and achieved, where he stands on issues or what he intends for the future.

They appear to have the same problem—at this point—with Governor Dukakis who, unlike Bush, has not had a national pulpit or national exposure until the past few months.

It is not likely the fuzzy images will last long into the campaign. The candidates will bring themselves and their issues clearly into focus.

The initial debate between the two next fall—assuming they wage debate(s)—should quickly define them for the millions of voters who really won't have paid a whole lot of attention until then.

Which leads into another finding by pollsters over the past couple months—the quadrennial presidential-year outbreak of "apathy" among voters, the early campaign indifference many Americans feel. This reflects much more seriously later on when a regrettably small number of citizens actually turn out to vote on election day.

Even the "apathy," however, never is as deep by November as it appears to in June. But then interest at its peak has not produced substantial turnout in recent presidential elections.

That means the votes of those who do go to the polls become "weighted"—and "weighted" on the heavy side. This is as true, incidentally, for other elections—U.S. Senate and House, governor etc.—as for the presidential.

So, if union members—for example—head to the polls in higher percentages than the electorate at-large and for the most part support union-backed candidates, then union members' votes will be "weighted" heavy. They'll comprise a much larger percentage of the votes that *are* cast than of the votes that *could be* cast.

That kind of "weighting" of union member votes can ony benefit labor-endorsed candidates—at all levels. And that makes the following brief message all the more important:

REGISTER NOW. VOTE NOVEMBER 8.

Fourth Time Around

Eugene McCarthy is making a fourth bid for the Presidency.

The former U.S. Senator from Minnesota announced he'll run for the White House this time as the candidate of the Consumer Party. He expects his name to be on the ballot in 25 states.

McCarthy first ran for the Democratic presidential nomination in 1968 as a challenge to President Lyndon Johnson and in protest against the Vietnam war. He posted a close second to Johnson in the New Hampshire primary, a showing that many observers thought contributed to Johnson's decision to withdraw from the race.

Back to 'Old Right'

Just when the "new right" is fading out, the "old right" claims a resurgence. At least one big hitter from the "old right" line up does, anyway.

The John Birch Society, a creature of the mid-50s that was pushed into the background when the "new right" burgeoned, says it's on the comback trail. Its publication, the bi-weekly *New American* magazine, boasts a recent jump of 8,000 in circulation. It contains more than 17 pages of ads in its 64-page format, placed by corporate friends and ideological supporters.

JBS also has begun publishing full-length political books again, and has enjoyed an over-all jump in revenue sufficient to pay off a two-year-old debt of $500,000.

All this is happening while many major "new right" political groups either are declaring bankruptcy or retrenching.

Voters Agree: Enact Overdue Child Care Bill

A large majority of voters believes child care is urgently needed now and supports government initiatives that would make the services more available and affordable, according to an AFSCME and Children's Defense Fund survey.

AFSCME and CDF polled 901 registered voters between May 31 and June 5 to measure attitudes toward the child care legislation now before Congress. The survey showed that 84 percent of all working mothers support the bill, as well as 69 percent of all parents with young children.

The labor-supported bill would help working families meet child care expenses, increase the supply of child care services, and improve the quality of existing services.

AFSCME President Gerald W. McEntee said at a press briefing that of the registered voters polled, 86 percent said child care is an important issue, with 56 percent labeling it "very important."

Some 63 percent said there are not enough child care services to provide for current needs, and by a 2-1 ratio they said the federal government should develop policies to help make child care services more available and affordable.

McEntee stressed that about 54 percent of the workforce is made up of families in which both spouses work, while another 6 percent is made up of single working parents.

CDF President Marian Wright Edelman said the poll results confirm a growing awareness of the need for government to find ways to help families with young children.

"Almost nine in ten voters think childcare is an important issue. Three out of four think it's difficult for parents to obtain child care that is both affordable and good quality. Clearly there's a child care crisis," Edelman said.

The survey also found that 73 percent believe child care policies should benefit middle-income families as well as those with lower incomes, while 17 percent say that assistance should be limited to low-income families. Seventy-five percent agree minimum standards of health and safety for child care facilities should be set by the government.

On parental leave, about two-thirds support the idea of ten weeks' unpaid time off to new parents.

'The Selling of America' 1981-88

Are we losing control of our economic destiny?

THE WASHINGTON POST

East Buys West: Foreign Ownership on Rise

U.S. Faces Dependency on Overseas Investment As Long as Huge Trade Imbalance Persists

By John M. Berry
Washington Post Staff Writer

SAN FRANCISCO

The signs of a growing Japanese presence abound in California: Sanwa Bank, one of the largest in the world, has a spot in the middle of San Francisco's financial district. Across the bay in Berkeley, a blue sign atop a large office [illegible] tens of thousands of daily trave[illegible]

Record Japanese Speculation in Real Estate Inflates Values, Threatens a Political Backlash

By Jay Mathews
Washington Post Staff Writer

LOS ANGELES

It must have seemed the ultimate in high-tech, Pacific Rim marketing. The audience of a popular TV shopping program in Japan got to look at some of the choicest $1 million-plus properties in Beverly Hills via a live satellite feed from California

Is this a campaign issue...or what?

Union workers enjoy 40% advantage in paychecks

Wages and benefits of union workers are 40 percent higher than those of nonunion employees, the Bureau of Labor Statistics reported.

The findings are based on a March 1988 survey which showed that the union advantage among blue-collar workers was even greater—nearly 70 percent.

The BLS employer cost index showed that the total hourly compensation—wages and benefits—for all union workers in private industry was $18.16, compared with $12.90 for nonunion employees. While the difference in hourly wages was 25 percent—$12.04 for union workers to $9.61 for nonunion—the edge in benefits reached 86 percent—$6.12 versus $3.29.

The BLS found that union blue-collar workers earned $18.91 an hour compared to $11.13 for their nonunion counterparts—a gap of 69.9 percent. Again, employer-paid benefits produced the largest gap with blue-collar union members receiving $6.68 an hour, and nonunion workers getting just $2.97—a difference of 124.9 percent. Union wages averaged $12.24 versus $8.16 for nonunion—a spread of 50 percent.

For various industries, the survey found:

- Union workers in the service-producing industries earned $17.03 an hour, compared with $12.13 for nonunion—a 40 percent difference. Benefits were 80 percent higher—$5.37 union, $2.98 nonunion.
- Manufacturing industries paid unionized workers $17.91 an hour and nonunion employees $16.60—less than an 8 percent difference. But union-won benefits were 31 percent more—$6.45 to $4.92.
- Unorganized workers in the nonmanufacturing sector earned 49.2 percent less than union members—$12.29 an hour, compared to $18.34. And benefits were 95 percent higher for union workers—$5.90 to $3.02.

The average hourly wage in private industry, for all workers, was $13.79 an hour, 2.8 percent more than the March 1987 figure of $13.47, BLS said. Of that amount, benefits averaged $3.77 an hour, or 27.3 percent—up from 26.8 percent.

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AFL-CIO news

UNION YES

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JUNE 25, 1988

Senate opens debate on plant closing bill

Hill leaders revive vetoed measure

In the second round of debate this year over plant closing notification and trade reform, the Senate resumed its consideration of a separate bill to give workers at least 60 days' advance notice of shutdown or mass layoff.

The measure is identical to the one in the omnibus trade bill that both the House and Senate passed but was vetoed by President Reagan last month.

The plant closing notice provision was removed from the trade bill and sponsored as separate legislation by Democratic leaders and Republican supporters after the Senate fell just short of the two-thirds needed to override the Reagan veto. Democrats hope to win passage of the plant closing notification measure before taking up the trade measure.

That strategy is intended to keep both plant closing notice and the bipartisan trade reform package alive and to put pressure on Reagan, given widespread public support for both the advance notice provision and changes in the trade law to offset skyrocketing imports and the continuing job losses in the United States. Some House members expressed doubt that the White House will support any trade reform initiative.

In a letter to lawmakers, AFL-CIO Legislative Director Robert M. McGlotten reminded senators that independent polls indicate that 82 percent of Americans support the 60-day advance notice requirement. The measure also takes into account "unforeseen economic circumstances" and contains exemptions for small businesses and those on shaky financial footing, he wrote.

The plant closing measure requires employers with 100 or more workers to give at least 60 days' advance notice of a plant shutdown or longterm layoff that would affect at least 50 workers on the job.

Similar measure

The trade bill the Senate and House will consider is identical to the measure vetoed by Reagan, with the exception of the deleted advance notice provision and a new provision calling for a study of Alaskan oil exports.

The trade measure provides new authority for the United States to take action against countries that violate trade agreements or engage in unjustifiable trade practices, but retains flexibility for the President and U.S. trade representative.

The trade reform package also would repeal the so-called "windfall profits" tax on some domestic oil revenues and would expand job training and assistance for dislocated workers.

In other legislative developments:

- The House began consideration of provisions to strengthen the nation's fair

Continued on Page 6

Rev. Hesburgh receives award from AFL-CIO Sec.-Treas. Donahue.

Father Hesburgh saluted for humanitarian efforts

New Orleans—Rev. Theodore M. Hesburgh, a longtime champion of civil and human rights, was honored by the AFL-CIO with its Murray-Green-Meany Award, the federation's highest tribute for humanitarianism.

The award was presented to the retired university president during the AFL-CIO's weeklong national conference on community services here.

In conferring the award, Sec.-Treas. Thomas R. Donahue noted that while some of the individuals honored by the federation could be classified rather easily, as scientists of persistence and dedication or courageous political leaders, Father Hesburgh's accomplishments and activities "have touched so many lives in so many different ways that he simply cannot be relegated to any single category."

Hesburgh is often described as a "priest, educator and public servant," Donahue noted, but those words "just don't go far enough." A priest above all else, he has been active in the ecumencial movement that seeks common bonds among the world's religions, Donahue said.

His 35 years as president of the University of Notre Dame and service on the boards of the United Negro College Fund and other education foundations demonstrate his dedication to education, while 15 years on the U.S. Commission on Civil Rights and service on presidential panels show Father Hesburgh's deep commitment to social justice for "what the Bible tells us are 'the least of these, our brethen,'" Donahue added.

Praise for services

In his acceptance addresss, Hesburgh applauded labor's community service program for caring about "those people so easily forgotten, those on the margins of society."

He described the award as "an enormous honor" because it placed him in the company of "three greats in the labor movement—Philip Murray, William Green and George Meany."

Letter Carriers President Vincent Sombrotto, who heads the federation's community services committee, paid tribute to labor's community services representatives for carrying out the "difficult job of helping those in need."

Guilford rail employees win backpay

Billerica, Mass.—Guilford Transportation Industries has been ordered to pay its railroad employees retroactive wages and benefits totaling millions of dollars. One arbitration ruling said the company must honor contracts covering employees whose jobs were transferred to a subsidiary at lower wages. The other declared a work stoppage at its Springfield Terminal a legal safety strike.

Arbitrator Richard R. Kasher, ruling on a Railway Labor Executives' Association challenge to the leasing arrangement, ordered Guilford to "make whole" 2,000 workers on its Boston & Maine, Maine Central and Portland Terminal railroads who were leased to its Springfield Terminal subsidiary in 1986. Besides the backpay, this will mean a nearly 25 percent raise for the leased workers.

Guilford tried to slash labor costs by applying lower Springfield Terminal pay scale in a contract with the unaffiliated

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Welfare reform legislation burdened by 'workfare' plan

The Senate adopted a controversial overhaul of the nation's welfare system that requires states to give "workfare" jobs to able-bodied adults in two-parent families as a condition of receiving benefits. States also would be required to provide jobs to all other recipients, except those caring for children under three years of age.

The lopsided 93-3 vote concealed the divisive debate over many provisions.

The AFL-CIO expressed its opposition to several provisions in the Senate bill, stressing that it fails to provide adequate job training and education programs for recipients, while requiring one person in every two-parent family to spend a minimum of 16 hours a week "working off" their benefits at a public, nonprofit agency or subsidized job.

In a letter to senators, AFL-CIO Legislative Director Robert M. McGlotten said while the federation supports the concept of welfare reform, it strongly opposes the bill's "community work experience program." Welfare reform "must contain provisions which limit the use of workfare, adopt federal standards that require equal pay for equal work and establish effective anti-displacement requirements to help pre-

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AFL-CIO LEGISLATIVE ALERT!
PAGE 8

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Equity celebration

Cast members from "Phantom of the Opera" perform at an outdoor rally to celebrate Actors' Equity Week in New York, where Mayor Edward Koch issued a proclamation renaming Duffy Square as Actors' Square. The celebration kicked off a year-long observance of the union's 75th anniversary.

Added strength is effective, AFSCME convention told

Los Angeles—With a membership of more than one million, AFSCME is using its added strength as an effective collective bargaining, organizing and political action force, President Gerald W. McEntee told 3,000 delegates in keynoting the union's week-long convention.

McEntee stressed that the union's "effective power" was translated into the breakthrough organizing victory last month for 3,700 clerical and technical workers at Harvard University, "and today, the AFSCME flag flies over the academic establishment of that ivied university."

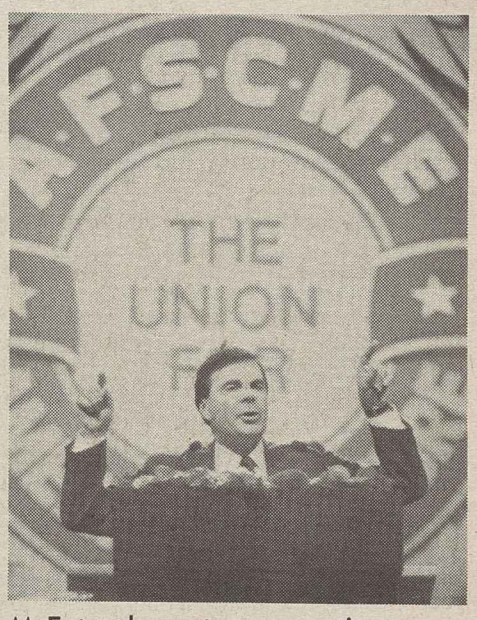
Looking ahead to the 1988 elections, McEntee pointed out that the 180-member strong AFSCME delegation to the Democratic National Convention in Atlanta will be larger than those of all but two states.

"These men and women are going to make sure that the Democratic Party's platform and nominee recognize the importance of this nation's public service and public employees," he said.

In a convention address, presidential candidate Michael Dukakis pledged to "make America proud of public service again." The Massachusetts governor reviewed the nation's health care crisis and reminded delegates that he was the first governor in the nation "to sign a bill that will guarantee health insurance for every single citizen in my state."

Democratic presidential contender Jesse Jackson also was scheduled to address the convention later in the week.

Delegates affirmed a provision of the AFSCME constitution that declares members ineligible for the union's top posts if their 65th birthdays come prior to election.



McEntee keynotes convention.

Other speakers included President Jack Otero of the Labor Council for Latin American Advancement, who called on the labor movement to step up efforts to increase the participation of Hispanic workers in union activities, and Democratic Rep. Barney Frank (Mass.), who applauded the dedication of public sector workers. "The politics of those who have assaulted your work will be repudiated," he told the delegates.

ILO denounces apartheid, sets worker rights standards

Geneva—Unanimous support for black South Africans and an agreement on unemployment compensation marked the conference of the International Labor Organization, but the U.S. employer representative abstained in the vote on world standards for construction safety.

A reconstituted ILO committee had its Program of Action Against Apartheid adopted unanimously as the conference moved into its final day with committees on rural employment, indigenous and tribal populations and resolutions yet to report. Patrick O'Farrell, director of the AFL-CIO's African-American Labor Center, served as a member of the South African committee.

Bricklayers President John T. Joyce and AFL-CIO Occupational Safety, Health & Social Security Director Bert Seidman represented U.S. workers on the construction safety and unemployment-social security panels. U.S. employers, led by employer delegate Charles Smith of SIFCO Industries of Cleveland, abstained on the construction safety vote.

O'Farrell told the conference that the South African government's attempt to gut worker rights by amending the national labor relations act was a direct result of growth of the black trade unions to more than 1.1 million, up 26 percent since 1985.

This year's June 6-8 strikes to protest the labor law changes had 90 percent support and were a sequel to the successful three-week strike by 340,000 members of the National Union of Mineworkers in 1987, he said.

Progress cited

"If there had been no progress in the fields of organizing, collective bargaining, dispute resolution and other trade union activities, the government would not have undertaken to change the rules and tilt the game in favor of the employers," O'Farrell said.

"Denied the ballot box, denied the right of political expression, denied social equality and about to have their few hard-won trade union rights eviscerated by the amendments, they voted with their feet in the time-honored tradition of workers everywhere."

He called the labor law amendments a setback to black trade unionists but said enactment "will not deter South African workers and their supporters around the world," as typified by the ILO resolution.

Union membership brings 40% edge in pay and benefits

Continued from Page 1

A regional analysis of the survey data showed the Northeast leading in hourly compensation at $15.50, followed by the West Coast at $14.49, Midwest at $13.71 and the South at $12.23.

White-collar bosses—executives, administrators and managers had the highest average hourly compensation rate at $23.74, followed by professional and technical at $20.85. Highly skilled blue-collar workers earned at average of $17.32 an hour, while service workers—where the bulk of the nation's new jobs are being created—earned just $6.76 an hour in pay and benefits.

Legally required benefits, such as social security, unemployment insurance and workers' compensation, constituted the largest cost for employers, averaging $1.22 an hour. This held true also for unionized workers whose employers paid $1.76 an hour. Union members, however, received much higher insurance benefits than nonunion workers—$1.45 an hour compared to 64 cents. For paid leave, the cost ran $1.40 an hour for organized workers and 89 cents for nonunion.

Seafarers elect Sacco president

Piney Point, Md.—The executive board of the Seafarers unanimously elected Michael Sacco president following the death of Frank Drozak, who had led the union since 1980. He will fill out the remainder of Drozak's five-year term which expires in 1992.

Sacco, 51, also assumed the presidency of the AFL-CIO Maritime Trades Dept. under the MTD's constitution. He also succeeds Drozak as president of SIU's Atlantic, Gulf, Great Lakes & Inland Waters Division.

Sacco had served as MTD vice president and executive vice president of the SIU division, which will elect officers for new three-year terms later this year.

Other posts filled

Joseph Sacco, 50, was elected to fill the SIU divisional executive vice president post vacated by his brother. Others named to new posts by the division's executive board are Thomas Glidewell, vice president of the Atlantic & Gulf regions, and John Fay, vice president of the Great Lakes & Inland Waters regions.

The new SIU president is an executive board member of the Missouri AFL-CIO, and served as the secretary-treasurer of MTD's St. Louis Port Council. He had also headed the Great Lakes & Inland Waters regions from 1976 until named to direct the union's field operations last April.

A member of the union since 1959, Sacco also served as a vice president of SIU's Harry Lundeberg School of Seamanship from 1968-1978.

During his tenure, the school implemented some of its most innovative programs, including an inland boatmen's division and steward and bosun recertification.

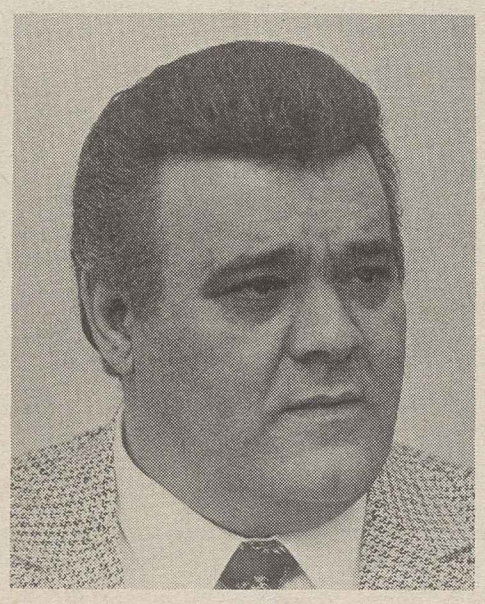
'Workfare' burdens welfare reform

Continued from Page 1

vent the erosion of paid jobs," he wrote.

So-called "workfare" provisions should limit job assignments to six months and require the minimum wage or local rate of pay, McGlotten added. And the equal pay standard "assures participants that they will be treated as an important part of the workforce instead of menial, second-class citizens," he wrote.

AFSCME, the Service Employees and other unions representing public workers have cited several jurisdications, including New York, where state and local governments have replaced full-time paid employees with workfare participants—either to save money or to fulfill workfare participation requirements.



Michael Sacco

SEIU assistant legislative director Kathryn Lavriha said the mandatory workfare program offers no protection for low-wage workers already in the workforce, and Nanine Meiklejohn of AFSCME stressed that the bill would put great pressure on the welfare system "to come up with a lot of workfare jobs," reducing opportunities for low-skilled workers.

The AFL-CIO favors a welfare reform package adopted by the House last December—without a workfare requirement—and will press its concerns during the House-Senate conference.

Under the current system, 27 states providing welfare benefits to two-parent families have made participation in workfare optional. The Senate version would require those states to have a fully operating workfare program for those receipients by 1994. By the following year, all states would provide benefits to two-parent families and would require full workfare participation.

Sen. Daniel P. Moynihan, principal sponsor of the reform package, was joined by many of the nation's governors in criticizing workfare as a very ineffective program. But Senate Republicans pressed for the workfare measure while refusing efforts to raise welfare benefit levels which are not tied to the cost-of-living index.

The Senate's Family Security Act also calls for broader procedures to collect child support from absentee fathers, continues Medicaid benefits for up to one year for families whose earnings may have made them ineligible for health care, and requires states to provide child care for up to nine months for persons who are no longer welfare-eligible because of increased earnings.

In other developments, the Senate Labor & Human Resources Committee is considering a proposal to increase the hourly minimum wage to $4.55 over a three-year period.

The measure is similar to one approved by the House Education & Labor Committee and scheduled for floor debate after the July 4th recess.

Both bills contain an exemption for businesses grossing less than $600,000 a year. Earlier proposals that would have tied future increases in the minimum pay floor to the average hourly non-supervisory wage were dropped.

House Republicans are planning to offer a substitute bill that sets up a "training wage" at 85 percent of the minimum rate and provides for smaller annual increases in the minimum wage than those adopted by the House committee.

William Velasquez dies, bolstered voter rolls

San Antonio—William Velasquez, who worked closely with the Labor Council for Latin American Advancement, COPE and many AFL-CIO state federations to register new voters, died of cancer June 15. He was 44.

Velasquez was the founder and president of the Southwest Voter Registration Education Project which is credited with increasing Hispanic voter registration nationwide by more than 1 million.

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said in a letter to his wife Jane, "His contributions to the involvement of Hispanics in the American political process are legion."

Stampede of shoe imports stomps out American jobs

By Arlee C. Green

For shoppers nationwide, the task of finding a pair of shoes bearing a label "Made in U.S.A." by union workers has become increasingly difficult as a result of Reagan Administration trade policies.

Based on the latest import figures, a shopper trying on 20 pairs of shoes would likely find just three pairs made in America. The rest of the shopping trip would resemble a geography lesson as the consumer waded through shoes from Taiwan, Korea, Brazil, Italy, Spain, Hong Kong, Philippines, China, Thailand and other countries.

The United States imported 937.7 million pairs of non-rubber shoes in 1987. The 427 million pairs imported from Taiwan alone is nearly double the total U.S. production of 222 million pairs. Another 191 million pairs were imported from Korea and 108 million from Brazil.

Import penetration of the U.S. market reached a record-setting 85 percent this past January. The latest figures show imports still holding an 82 percent share. When President Reagan took office in 1981, imported footwear accounted for slightly less than half the market.

In 1968, 204,000 U.S. shoe workers produced 642 million pairs, while 175 million pairs of shoes were imported. In 1987, the 88,300 shoe workers still working produced 222 million pairs of shoes, while imported footwear, mainly from the world's low-wage countries, reached 937 million pairs.

Over the 1968-1981 period, 609 U.S. shoe plants producing non-rubber footwear shut down. Since 1981, there have been 371 plant closings in the shoe industry. Besides the loss of jobs, entire communities are devastated by such actions—all the direct result of uncontrolled imports.

Pleas from the embattled workers and their employers have fallen on deaf ears. Relief for the shoe, textile and apparel industries, all beset by imports, was offered up by the Congress in 1986, but the measure was vetoed by Reagan, who decried any marketplace interference and job protections. Congress narrowly failed to override the veto.

President William H. Wynn of the Food & Commercial Workers said upon announcement of the latest import figures, "Thousands of American shoe workers have watched in frustration as their jobs are shipped overseas, while the Reagan Administration callously allows the domestic industry to slip closer and closer to oblivion."

Pending legislation

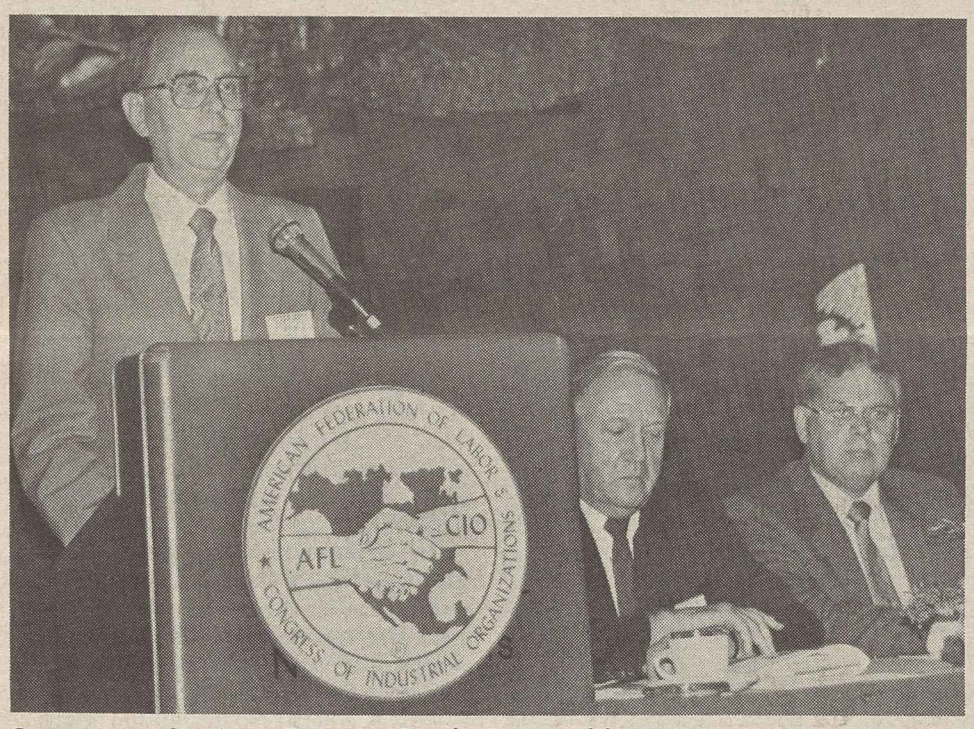
The Senate is currently considering another Textile & Apparel Act, which would limit levels of imported footwear to the 1987 level. "That would be a step in the right direction," Wynn said. He pledged that UFCW members, "especially those in the shoe industry, will continue efforts to salvage the American shoe industry through legislative initiatives as well as the ballot box."

Wages in the American shoe industry, based on the U.S. dollar, averaged $7.37 an hour in 1987, compared to $8.01 in Italy and $8.28 in France. At the other end of the scale are the wages in Brazil at 72 cents an hour, Korea at $1.01 and Taiwan at $1.31.

Fawn Evenson, president of the Footwear Industries of America, an association of industry employers and unions, said, "Rome is burning and President Reagan continues to fiddle." His veto of the trade bill is "just another example of how, during eight years in office, Reagan has lead the U.S. into an unconscionable trade deficit, and hindered us in making any strides toward winning the trade war against foreign imports."

She warned the decline in pairs of imported shoes "should in no way diminish the immediate need for action by the Congress to help save what's left of the domestic footwear industry."

Evenson stressed that the total dollar volume of all footwear imports, rubber and non-rubber, has increased 18 percent so far this year, following the trend of the total U.S. trade deficit.



Community Services Director Frank Emig addresses national conference. Seated are President Robert G. Gibson of the Illinois AFL-CIO and Sec.-Treas. Michael Bruton of the Chicago labor federation.

Conference explores role of community services

Union-provided aid for workers stressed

By Candice Johnson

New Orleans—The AFL-CIO's national community services conference focused on wide-ranging problems that face workers and their communities, from emergency and long-term needs of the homeless to health and worker concerns about AIDS.

Participants also reviewed labor's successful campaign to increase blood donations during January and August, months in which the blood supply often drops to seriously low levels and focused on new efforts to end illiteracy and enhance workers' well-being.

In welcoming the 400 participants, Federation Community Services Director Frank Emig applauded their hard work and enthusiasm as a key part of the labor movement's agenda to improve the lives of workers and their communities.

The sessions were led by members of the AFL-CIO Executive Council Committee on Community Services, including President Robert G. Gibson, Illinois AFL-CIO; Vice Presidents Willie L. Baker, Food & Commercial Workers and Faye Krohn, AFSCME, and President Robert F. Harbrant, AFL-CIO Food & Allied Service Trades Dept. Letter Carriers President Vincent Sombrotto is chairman of the committee.

AFL-CIO Civil Rights Director Richard Womack outlined a new federation initiative to help increase blood donations in the black community. The program calls for better dialogue between the black community and the Red Cross and will focus on target cities including Atlanta, Chicago, Gary, Ind., and Memphis, Tenn.

Organized blood drive

Desi Nichols, a community service representative from Norfolk, Va., and a member of Communications Workers Local 2202, said a multi-union effort—that included the Auto Workers, Teachers, Steelworkers, Teamsters, Machinists and others—made the January and August donor campaigns so successful. And Baltimore AFL-CIO President Ernest Grecco outlined the coalition among labor and other community groups that resulted in the central body's "labor of love" blood program collecting 3,264 pints of blood and ranking fourth among the federation's 44 target blood drive cities.

Participants discussed the health and workplace problems associated with AIDS—acquired immune deficiency syndrome, from protecting health care and other workers who may come in contact with the AIDS virus to preventing discrimination against persons suspected of carrying the disease.

Bill Borwegen, director of health and safety for the Service Employees, listed troubling examples of discrimination against possible AIDS patients, noting that many insurance companies are requiring applicants to take the AIDS test in an effort to screen out potential AIDS victims, while some employers are trying to lay off workers infected with the virus.

Education on AIDS

He stressed the need for on-the-job education directed at workers who may be exposed to AIDS and other infectious diseases and at those not likely to contract the virus but fearful of workplace contact. Health care workers, corrections officers, paramedics, police and fire officers face exposure not only to AIDS but to hepatitis B and other blood borne diseases, he said.

SEIU has been pressing the Occupational Safety & Health Administration to adopt a standard reducing the risks to health care workers from blood bornes diseases, he said, noting that 12-15,000 workers are infected by hepatitis B every year, resulting in as many as 400 deaths.

While nurses and other professionals usually receive training on how to avoid contamination, nurses' aides, orderlies and maintenance workers—who suffer the greatest number of needle sticks and cuts—receive little instruction.

Dr. Louise McFarland of the Louisiana Dept. of Health & Human Resources outlined on-going research efforts to stop the spread of AIDS but stressed that "education is the only vaccine we have against this disease."

Another panel of speakers discussed the escalating problem of homelessness and the need to provide permanent, long-term housing for men, women and children.

The conference included sessions on aid to workers and their families who have been locked out by International Paper Co. for 15 months, literacy and wellness care.

And President Norman Hill of the A. Philip Randolph Institute declared that just as black involvement in the labor movement increased, particularly in political activities, voter registration and outreach, and improving apprenticeship opportunities," we need grassroots voluntary programs to attack the serious social problems that affect all neighborhoods and communities."

Ohio federation mobilizes for '88 election campaign

Cleveland—Stressing the Ohio AFL-CIO's continuing role in political and legislative action, convention delegates endorsed a slate of candidates for the November elections and outlined labor's agenda for the 1989 state legislature.

The 1,000 delegates voiced strong support for the re-election of Sen. Howard Metzenbaum (D) and return of control of the state Senate to the Democrats. They also endorsed two Democratic candidates to the Ohio Supreme Court.

In his keynote address, President John R. Hodges pledged to carry on efforts so labor's voice will be "heard loud and clear and that our views continue to be sought by those in power."

Improved benefits needed

In adopting more than 80 resolutions, the convention called for improvements in the workers' compensation coverage for occupational diseases, easing qualifications for unemployment benefits, and a higher state minimum wage.

Delegates urged state legislation on child care, parental leave and education programs. They reaffirmed labor's commitment to equal rights, affirmative action in the workplace and called for measures protecting the civil rights of AIDS victims.

Further, the convention stressed the need for increased monitoring and enforcement of the state's prevailing wage law, recommended repeal of its little Hatch Act, backed a state job safety program covering public workers, and protested the contracting out of public services.

AFL-CIO Sec.-Treas. Thomas R. Donahue reminded delegates that "every gain organized labor has ever made has to be defended time and time again" against the forces that would like to see all worker protection laws wiped from the books. He exhorted delegates to become more involved in union and organizing activities.

It is particularly important, Donahue said, to take up the Union Yes initiative now underway.

COPE Director John Perkins stressed that the re-election of Metzenbaum and other labor-backed candidates has to remain a top priority for Ohio unionists.

Metzenbaum, in addressing the convention told delegates that "of every right-wing group in this nation that has a hit list, I'm on top. I must be doing something right."

Gov. Richard Celeste (D) assailed President Reagan's double-standard policies. "In the last seven-and-a-half years, we have had leadership which piously salutes organized labor in foreign countries and turns around and does everything it can to break the back of organized labor in this country.

AMERICAN LABOR AROUND THE WORLD

'A Growing Interest in International Affairs'

Excerpted from remarks at the AFL-CIO Cleveland Conference By Tom Kahn, Director of International Affairs

In recent years there has been a growing interest in the international policies of the American labor movement. One reason is dramatic instances where the trade union movements in various other countries emerged as key players to bring democratic change to those countries.

In Poland, within a matter of a few months, a free trade union movement of 10 million members was created. Solidarnosc is the voice of a whole people and their aspirations for democracy.

In South Africa, a black trade union movement is the most important single potential force for peaceful, democratic change. That's the only thing that's really changed in South Africa.

Hundreds of thousands of workers in South Korea demostrated in the streets and largely as a result of that, important democratic changes are occurring in that country.

We in the AFL-CIO have assisted all of those forces morally, politically and financially.

Those who misunderstand what we are doing abroad, and why we are doing it, sometimes misunderstand because they don't understand what a trade union is. Every aspect of social and economic life concerns the labor movement.

The AFL-CIO holds regional conferences on international affairs because members of affiliated unions have a right to know what the federation is doing abroad —because it's done with dues money and with taxpayer money.

We are not an instrument of a political party. Several of our European trade union friends are tied to political parties. They may set their own domestic, economic and collective bargaining agendas, but when it comes to foreign policy they just adopt the party position. We don't do that. We react on the basis of the trade union point of view—to advance the interests of workers.

If governments don't believe in the right of freedom of association, you have a struggle on your hands to promote the idea of trade union rights. No society in the world gives workers their rights and denies rights to everybody else. The fight for worker rights becomes the fight for human rights in general—free assembly, freedom of worship, a free press. It is the struggle for democracy.

Another reason for the increased interest in the international policies of the American labor movement is the issue of foreign trade. U.S. union members are aware that what is in their pocketbook is affected by decisions that are made in Tokyo, Taiwan, Mexico and elsewhere.

One of the means we use to force observance of worker rights is through the Generalized System of Preferences. We want trade legislation that says no country that violates workers' rights can have any trade preference with the United States.

Various critics denounce us for being interventionist. We don't tell workers in other countries what they ought to do. Our position is that if they want our help, tell us what you want to do and we will do everything we can.

When the Solidarity trade union movement began in Poland, we didn't rush in because we weren't sure whether help from the AFL-CIO would be an embarrassment that the government could use against the union. So we held back until Lech Walesa asked for help from the democratic trade union movements of the world.

The AFL-CIO once said that military aid to El Salvador should be conditioned on their making progress in guaranteeing human rights, workers' rights, land reform and an end to the death squad activities. At that time we supported military aid because the trade union movement in El Salvador said the AFL-CIO position, and their influence over it, would give them a lever in negotiating with government. When the trade unionists there said they were not making progress, we supported their call for a cutoff of U.S. aid.

So we are consistent. We do what the union people in the country ask us to do.

On this question of "intervening," we are intervening with the Poles, sending in supplies to build the trade union movement there. We are intervening in South Africa. We intervene in Central America to encourage democratic forces against the far left and the far right.

We are going to continue intervening on the side of workers and the poor. It all comes down to the words of the old union song:

"Which side are you on?"

Union organizer talks to cigarette rollers in India.

Venezuelan campesinos study disease-free sugar cane in U.S.

Molding bricks for worker housing in Nigeria.

What the AFL-CIO Does Overseas

The AFL-CIO role in international affairs is designed to assist in building free trade unions—especially in the developing nations—in order to solve mutual trade union problems and advance democratic values.

American labor has maintained this interest from its earliest days. In November 1881, the first national meeting of the Federation of Organized Trades & Labor Unions (forerunner of the American Federation of Labor) condemned the "conditions of the oppressed people" of Ireland. Sam Gompers took a strong interest in the Mexican Revolution and, following World War I, helped found the League of Nations' International Labor Organization.

Following World War II, American labor helped repair what was left of the European union structures, supported the Marshall Plan and helped implement it.

This international trade union cooperation led to creation of the International Confederation of Free Trade Unions and the Trade Union Advisory Committee to the Organization for Economic Cooperation & Development—important centers of free labor's international work.

A natural outgrowth was the establishment of the Inter-American Regional Organization of Workers, the African Regional Organization, and the Asian & Pacific Regional Organization.

American labor's commitment rests on the belief that workers must have the right to organize, the right to strike and the right to express themselves politically, for what is won in bargaining can be taken away by government. For labor, there is only one human rights standard: all people must be free to create and control their own organizations and institutions independent of the state.

Today the AFL-CIO extends broad-scale international assistance through four institutes—the American Institute for Free Labor Development, the African-American Labor Center, the Asian-American Free Labor Institute and the Free Trade Union Institute.

Assistance is carried out at the request of, and in full cooperation with, the trade unions in the countries concerned. This includes education in collective bargaining, organizing techniques, occupational safety and health training, nursing and medical care, and such mutual assistance projects as cooperatives and credit unions.

In working to protect trade union rights, the AFL-CIO also helps workers exercise fundamental political rights—publicizing government efforts to intimidate unionists, providing support for nonpartisan get-out-the-vote drives, and helping free trade unions counter well-financed government-controlled "unions" that oppose democratic procedures.

In addition to AFL-CIO funding, the institutes receive grants from:

- The National Endowment for Democracy, a private institution financed by an annual appropriation from Congress.

- The Agency for International Development, a federal agency funded by congressional appropriations.

- Special appropriations voted by Congress in response to special situations overseas in such areas as the Philippines, the Sudan and South Africa.

A 1987 summary shows that funding for the regional institutes came from these sources:

NED	$ 4,814,371
AID	22,760,335
AFL-CIO	662,000
Total	$28,236,706

The federation has voiced its disagreements on foreign policy with every U.S. Administration and occasionally the U.S. government has refused to fund an AFL-CIO program abroad. When that happens, the federation says "we'll try you next time," and looks for other funding.

The other part of the AFL-CIO's international activity is its relationship with free labor organizations throughout the world in advancing democratic values. The AFL-CIO works with:

- The International Labor Organization, a tripartite United Nations body in which workers, employers and governments develop fundamental standards in such areas as maximum hours, minimum wages, and occupational safety and health. ILO policies also oppose forced labor and employment discrimination, and support freedom of association and the right to organize.

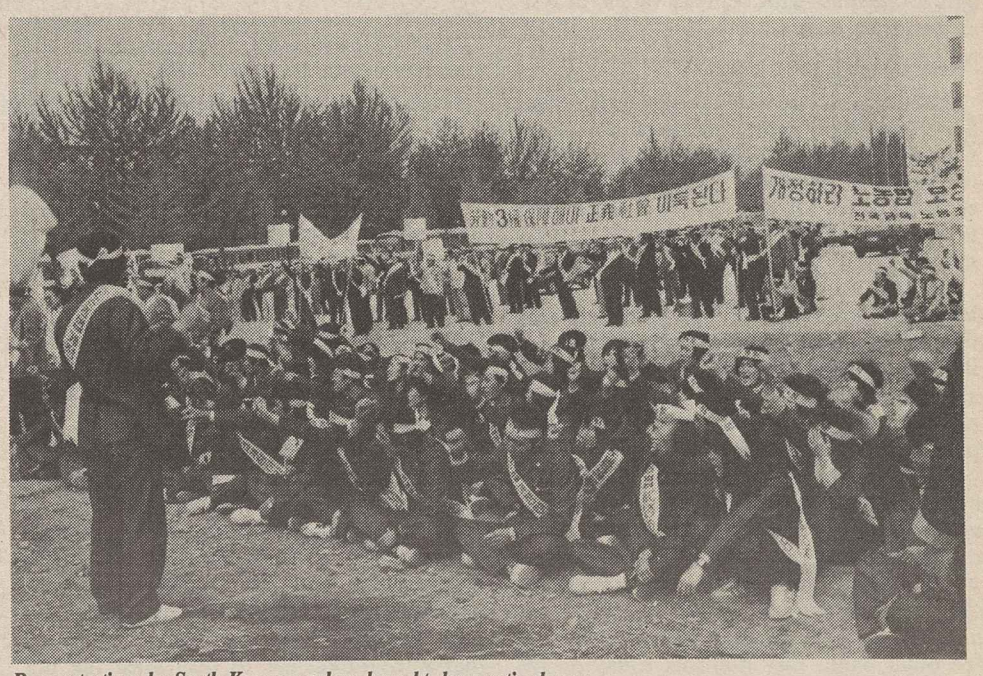
- The International Confederation of Free Trade Unions, composed of 145 affiliates with 82 million members in 99 countries. Through the ICFTU, free trade unions develop cooperative activities and common strategies to defend the rights and advance the interests of working people.

- The International Trade Secretariats, organized along occupational or industry lines, which assist affiliates facing economic or political difficulties, provide technical help to unions in developing countries, counteract the activities of communist-controlled "unions," and exchange information on how to deal with multinational corporations.

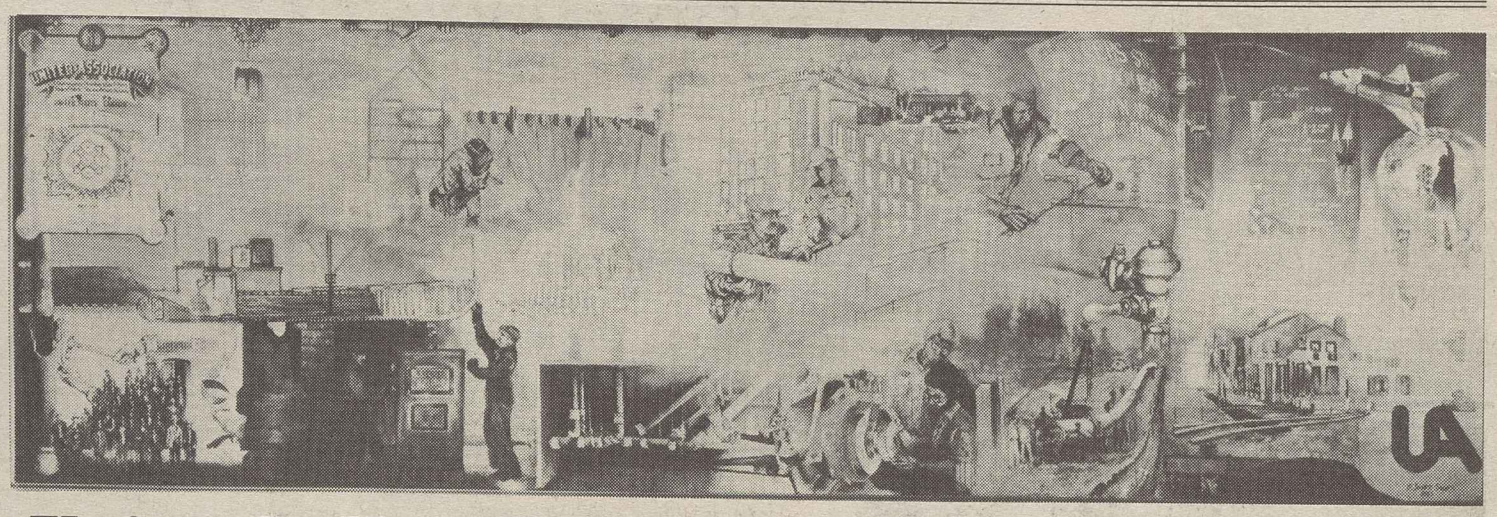
- The Trade Union Advisory Committee to the Organization for Economic Cooperation & Development, which addresses issues concerning worldwide economic growth, trade expansion, and aid to developing countries.

AFL-CIO international activities reinforce workers' rights and economic progress abroad and develop worldwide trade union solidarity to counteract sweatshop competition, multinational corporate maneuvering, and unfair trade practices.

By supporting workers' rights abroad, the AFL-CIO continues to pave the road for improved conditions and rights for American workers. That point was made at the 1987 AFL-CIO regional conferences on international affairs: foreign countries must lift buying power enough to create their own markets because they can't live off exports to the U.S. forever.



Demonstrations by South Korean workers brought democratic change.



Union hall reflections on labor's progress

Burlingame, Calif.—Plumbers & Pipefitters Local 467 houses a new 45-foot-long oil mural that portrays the history of the American labor movement.

The Plumbers local commissioned the work because the union hall is often used for political and community events, "and we want everyone who comes here to leave with a better understanding of the labor movement . . . and a better appreciation of the contributions of union members to this country," the local said.

At the center of the 10-foot-high artwork is a rendering of George Meany, the first AFL-CIO president and a plumber by trade. The mural incorporates more than 70 separate scenes, including a newspaper clipping about the mining death of a child and a drawing of a modern industrial plant.

A history of the local union etched on smoked glass will be displayed with the mural.

The work was painted by T. Scott Sayre, who earlier had created a mural for Plumbers Local 159 in Martinez. Sayre is completing the finishing touches on the work.

Plant closing notification revived

Continued from Page 1

housing laws that prohibit discrimination based on race, color, religion and sex. The measure would give the Dept. of Housing & Urban Development the authority to pursue complaints on behalf of victims of housing discrimination. If adopted by Congress, the bill will permit HUD to investigate and act on discrimination charges within 100 days after a complaint is filed. Under current law, individuals must pursue costly and often lengthy lawsuits to win relief, while HUD can only mediate disputes.

This week, civil rights groups and realtors reached a compromise with lawmakers that would allow either party in a housing discrimination dispute to demand a federal jury trial. An earlier version of the housing bill would have barred jury trials, substituting hearings before administrative law judges.

The bill also would ban discrimination against disabled persons—unless it can be proven that the disabled person is a direct threat to the health and safety of others—and would restrict bans of rentals to families with children except in designated retirement communities.

- In a vote supported by postal unions, the House removed the U.S. Postal Service from the unified federal budget, returning it to the self-supported status it operated under before 1985. The action was intended to eliminate additional budget pressures on the postal service that have resulted in cuts in service and capital spending for postal improvements.
- The Senate voted to ban "golden parachutes"—bailouts for company executives who lose their jobs as a result of corporate takeovers—unless a majority of the company's stockholders approve the severance pay. But Senate debate remained mired over another provision of the Tender Offer Disclosure & Fairness Act that would restrict "poison pills"—measures to make hostile takeovers very costly.

The AFL-CIO called the bill a "far too modest step forward," noting that it does nothing to protect the interests of "either the target corporation's employees or the communities" in which the business operates. The federation expressed its support for amendments by Democratic Senators Terry Sanford (N.C.) and James R. Sasser (Tenn.) that would limit "short-swing profits by insiders," tighten filing and disclosure requirements for "acquirors" and expand responsibilities of the Securities & Exchange Commission.

- The AFL-CIO called on the House Ways & Means Committee to extend the tax-free status of employer-provided educational assistance and legal services as the committee considers the Technical Corrections Act of 1988.

Teamsters petition NLRB for election at Coors brewery

Denver—The Teamsters petitioned the National Labor Relations Board for a representation election at the Adolph Coors Co. brewery in Golden, Colo., for 1,600 production workers whose wages and benefits lag behind unionized breweries.

Charles Klare, director of the union's brewery division, announced the filing at an IBT rally for Coors' workers to mark a year-long organizing drive at the plant.

Klare said the Teamsters filed for a unit identical with that of Local 3066, the directly affiliated AFL-CIO local which the company busted in 1977, inaugurating a 10-year boycott of Coors beer. The boycott was ended in August 1987 by agreement between the company and the AFL-CIO.

Federation Sec.-Treas. Thomas R. Donahue said the federation "fully supports, and is prepared to assist, the effort of the Teamsters to help Coors workers secure union representation."

Coors, the only nonunion brewer with national distribution, has pay and benefit levels below the scale of Teamsters brewery contracts, Klare noted. At the Anheuser Busch plant in Fort Collins, Colo., IBT production workers earn a minimum of $16.75 an hour with benefits valued at $13 an hour, he said.

Nonunion pay lag

Few Coors' workers earn more than $14.90 an hour with the benefits package valued at $2.91 an hour, Klare said, pointing out that hundreds of Coors' workers earn between $8 and $12 an hour, and nearly 400 temporary workers earn little more than $5 an hour.

Support for the union's organizing drive has been excellent, Klare said, stressing that the Coors' workers simply want "something in writing" regarding wages, benefits and work rules. "Wage increases at Coors are at the discretion of the bosses. The main problem is there is no contract," he said.

Although Coors agreed to maintain a neutral posture regarding organizing drives at its facilities, the company has resisted the IBT campaign in "its own effective ways," Klare said. The company, Klare said, has "stated publicly that workers have a right to make up their own minds. On the other hand, they don't let a day go by that they don't let the workers know that they don't want a union."

Arbitrator orders Guilford to pay workers top scale

Continued from Page 1

United Transportation Union to the leased operations.

In November 1986, when Guilford set up the pay-cutting scheme, the RLEA asked a federal court to block the leases. The court refused, turning to the Interstate Commerce Commission for an answer on what labor protective provisions should be granted to the workers whose jobs were affected by the leasing. The ICC ordered Guilford and the unions to negotiate the protections, leading to the arbitration.

If Kashers' ruling is upheld by the courts and the ICC, the backpay award could run up to $20 million, the union said.

In the other case, arbitrator Francis X. Quinn held that a UTU strike, begun last Nov. 12 following the death of a veteran conductor, was a legal safety strike sanctioned by the Railway Safety Act. The union had warned Guilford about safety problems at its Springfield Terminal caused by the use of inexperienced new hires.

Remedy sought for divested workers

Legislation is needed now to address the plight of telecommunications workers who lost their jobs with the 1984 breakup of the Bell System as well as those still employed who face the same fate, leaders of two AFL-CIO affiliates told Congress.

Testifying before the House Committee on Energy & Commerce, Communications Workers President Morton Bahr and Electrical Workers President John J. Barry urged speedy action on the Telecommunications Employees' Protection bill.

They recounted the turmoil that the divestiture has brought to their members. "Every imaginable problem has hit our members since divestiture," Bahr testified. "Layoffs, downgrades, multiple moves and transfers which, for many, resulted in being laid off in unfamiliar places many miles from home, pay cuts, the stresses in their personal lives and family lives.

"We've documented specific incidences of suicide, family breakups, and increased drug and alcohol abuse that can be laid to the stress our members have suffered in recent years."

Continuing impact

Barry described how the impact of the Bell breakup is still being felt as "people with 10 and 15 years of seniority are losing their jobs because of plant closings, subcontracting and various other business practices." Since 1981, more than 226,000 persons have lost their jobs in the industry, he noted.

While the two unions have negotiated financial and educational assistance for some members, the two leaders explained that it is impossible to deal with the full scope of the employment problems in this industry through bargaining alone. Any legislation that addresses the full needs of these workers and that "would lessen their burden would be right and fully justified," they said.

Calling passage of legislation to protect these workers "simply a matter of fairness," the union presidents noted that the proposed bill would require AT&T, the operating companies and other regional holding companies' subsidiaries to "give preferential hiring rights to workers employed in the Bell System prior to Jan. 1, 1984, who have been since laid off."

Guaranteeing workers who have suffered from divestiture access to these new jobs is consistent with other laws passed by Congress, the leaders said.

The proposed measure would required telecommunications employers spawned from the breakup of AT&T to credit employees hired as a result of the legislation with the training they would have acquired on the job if that had not been laid off. The companies would have to publish and make accessible lists of available jobs.

Other requirements would include relocation expenses and a guarantee that rehired workers would be paid at the highest scale they reached in the five years prior to layoff.

IBEW President John J. Barry and CWA President Morton Bahr call for legislation to protect telecommunications workers.

RATIONAL SPENDING

After an Era of Neglect

The trillion-plus dollar pile-up of federal debt since 1981 is perhaps the most telling symptom of this Administration's fumbling of the economy and the government's balance sheets. It's hard to see why those who claim to be committed to balanced budgets and a sharply reduced federal role in society would allow federal spending to outrun revenues so dramatically. But that's what happened.

Over the past seven years federal spending increased by 70 percent and the national debt rose from about a third of the size of the economy in the early 1980s to over half the Gross National Product as we near the 1990s.

A closer look at some of the shifts and changes in how the federal government raises revenue, borrows, and spends gives some answers. It also points up necessary actions the next administration will have to take in order to meet the growing backlog of national needs.

Thanks largely to the 1981 tax cut for the wealthy and for profitable businesses, there is a huge revenue gap. The 1981 tax cut, despite numerous tax increases since then, still represents revenue foregone that amounts to 70 percent of the deficit. But, besides the revenue gap, spending patterns have changed.

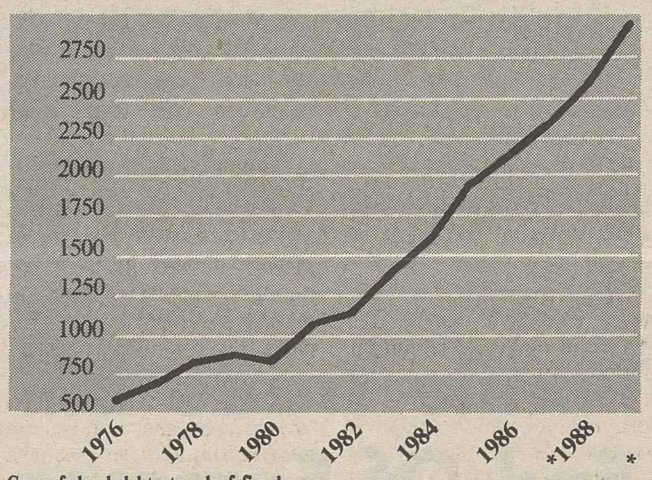
The federal budget rose from $591 billion in 1980 to about $1 trillion in 1987. The defense share of the budget rose from 23 to 28 percent of the total in 1987. Net interest payments, to service the growing debt, swelled. Social Security and Medicare rose some—primarily because of the increased elderly population and rising health costs.

The Social Security trust fund has however been in surplus and has been a factor in keeping the annual overall deficits from looking even worse than they are. The 1987 deficit, for example, would have been almost $20 billion higher if it weren't for the Social Security trust fund surplus and the 1988 trust fund receipts are expected to exceed outlays by $37 billion.

All other spending—everything from cleaning up the environment, education, eradication of poverty, to rebuilding the nation's infrastructure, and training the country's labor force—lost budget share. Spending on these items dropped from 43 percent of the budget to about 30 percent. In 1987, one percent of the budget was about $10 billion.

Between 1980 and 1987, total outlays rose by about one-quarter in inflation adjusted dollars. During these years, spending on all domestic programs (which means essentially all spending excluding defense, interest, social security, health care, and farm programs) plummeted by about one-quarter.

THE FEDERAL DEBT 1976-88



Gross federal debt at end of fiscal year (*estimated)

Following are some areas that have suffered—jobs and training, infrastructure, state and local aid, and programs benefiting lower income people. Although far from all inclusive, these highlight areas of neglect which will require particular attention after the Reagan era.

Infrastructure Public Investments

The Reagan Administration has tried to dismantle the web of assistance which supports economic growth, including the vital infrastructure which is essential to economic development, productivity improvement, job creation in urban and rural areas, as well as health and safety. Here programs have been cut back and the funding responsibility dumped on the cities and states.

Last year, federal grants to state and local governments amounted to about $21 billion in dollars adjusted for inflation. These funds go for a range of needs—including highways, urban, intercity and maritime transit and airports, community and regional development, natural resources and pollution control.

Federal budget grants to the states and localities for these items taken together have been cut back by about 14 percent, in real terms, between 1980 and 1987. In addition there has been a 15 percent real reduction in *direct* federal spending for water and power projects.

The cutback in infrastructure spending is even more severe allowing for depreciation of the stock of capital—a decline of one-third between 1980 and 1987 in constant dollars from $16 billion to $10.7 billion.

Community and regional development spending has declined substantially. Local activities where funds go by formula, under the Community Development Block Grant program, include property acquisition, construction of public facilities, rehabilitation of buildings, social services, planning and management, and economic development. Cities across the country depend on such funds to aid lower income people, and energize local development and job creation. Grants for pollution control facilities have also been reduced substantially.

Over the seven years there has been an increase in highway building and related transportation needs, although the federal highway trust funds still enjoyed a $13.6 billion surplus at the end of fiscal 1987. The Administration has been no friend of such spending, however. In 1987, the President vetoed the highway bill, but the veto was resoundingly overturned.

A study by the National Council on Public Works Improvement, created by a 1984 public works law, recommended a national commitment to deal with widespread neglect and disrepair of public works. Such a commitment could require up to twice the level of 1985 public works spending, the report said.

Economic Development

The federal government has supported urban and regional economies in a number of ways, to strengthen the infrastructure of cities and help create conditions in which firms can flourish. Some programs foster business development directly. Others support lagging regions and reduce inequalities within metropolitan areas. Revenue Sharing has aided the operation of cities and towns. The problems addressed are local situations with the unifying thread of essentiality to the solution of national problems.

Federal aid to states and cities has fallen during the Reagan era by about 14 percent in dollars adjusted for inflation. The Revenue Sharing program, which was essentially phased out after 1986, provided needed general funds to cities across the country—over $5 billion in 1986.

In 1980 the federal government contributed $106 billion to state and local grants for capital investment, payments to individuals, revenue sharing and other programs. By 1987, that sum fell to $91 billion. For the fiscal 1989 budget the Administration again called for the termination of the Appalachian Regional Commission, the Economic Development Administration and Urban Development Action Grants.

Originally enacted in 1972, Revenue Sharing was intended to bring the resources raised by the more highly responsive federal tax structure to bear on state and local units, which had less flexible tax systems. States and localities had discretion in how the aid would be used. Some localities depended heavily on the program for essential services such as police and fire protection. These funds will, of course, need to be replaced through increased state and local taxes if essential services are to be continued.

AFL-CIO news

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AFL-CIO LEGISLATIVE ALERT!

Bill Expected On Floor After July 4 Recess

House Vote On Minimum Wage Legislation Delayed; Senate Labor Committee Will Finish Work Soon

The House vote on H.R. 1834, which had been scheduled for June 22, has been postponed until after the July 4 recess. This change -- the result of an effort to complete work on a raft of appropriations bills -- could prove beneficial in the fight to pass an equitable minimum wage increase.

As earlier reported, Congress is being flooded with letters from business groups opposing the bill. In this extra time, messages from you and other union members can help offset this anti-worker campaign. S. 837, the Senate companion bill, is scheduled to be marked-up by the Labor and Human Resources Committee on June 29. So, both of your senators, as well as your representative, need to be contacted and asked to support a fair minimum wage increase.

When H.R. 1834 reaches the floor in July, two substitute bills are expected: an AFL-CIO-supported bipartisan compromise, and a conservative version designed to gut the bill. The agreed-to compromise, with an increase of $1.20 in three yearly steps of 40 cents each, will be offered by Reps. Thomas Ridge (R-PA) and Tommy Robinson (D-AR). The conservative substitute, among other damaging provisions, will provide an increase of only $1.00 over 3 years and will include the so-called training wage amendment.

In their effort to stop any real increase, conservative business groups and the Reagan Administration, have produced several flawed studies supporting the myth that raising the minimum wage causes unemployment. A few interesting press accounts, however, report that as early as 1984, the Reagan Administration had produced evidence which discredited its own arguments.

According to opponents, young people would suffer high rates of unemployment if the minimum wage were raised. But, in 1984 the Department of Labor's Office of Policy reviewed the assumptions underlying these economic studies, and found "scant" evidence to support business and Administration claims.

The analysis, prepared by former Office of Policy analyst David Luskin, pointed out that one primary study was based on population data for the 1970s, when the teenage population rose dramatically. Because the U.S. teenage population has been in sharp decline since the 70s, Luskin postulated that a 10 percent increase in the minimum wage would have had a near-zero impact on teenage employment rates.

The argument, Luskin concluded, was "not very convincing."

Two recent studies by the Chamber of Commerce (Krum/Chao and McKenzie/Simon), as well as one prepared by the Congressional Budget Office, are similarly flawed.

The fact is that there will be a *decrease* in youth unemployment regardless of the proposed minimum wage hike. And a still-falling U.S. birthrate means that the demand for teenage workers will continue to out-strip the supply, far into the foreseeable future.

These studies also failed to account for the 11 states with minimum wage rates higher than the federal floor.

What You Can Do: Contact your members of Congress and urge that they vote for the compromise versions of H.R. 1834 and S. 837. Also ask that they reject any attempt to further weaken these bills.

Senate Vote On Textile Trade Bill Expected Before End Of Summer

Last year, on September 16, the House voted 263-156 to pass H.R. 1154, the Textile and Apparel Act of 1987. S. 549, the Senate version, could be brought to the floor at any time.

This vital legislation is designed to prevent further erosion of U.S. employment in the import-sensitive areas of textile, fiber, apparel and footwear.

Foreign imports in these areas have surged dramatically. For example since 1980, textile and apparel imports have more than doubled. The results are devastating:

Despite President Reagan's best efforts, both trade reform and plant closing notification legislation are, once again, making their way through Congress.

Both S. 2527, the new plant closing bill, and H.R. 4848, the new omnibus trade bill, are expected to pass the House and the Senate.

However, it is more than likely that President Reagan will again veto effective plant closing legislation.

Please contact both of your senators and your representative and ask that they vote to override any second veto attempt.

*1,000 textile and apparel plants have been closed despite a $17 billion plant modernization effort;

*400 domestic footwear plants have been closed;

*300,000 textile and apparel jobs, and 70,000 footwear jobs have been lost since 1980, according to the U.S. Bureau of Labor Statistics;

*imports now control 55% of the U.S. apparel and apparel fabric market, and 82% of the U.S. footwear market;

*the textile and apparel trade deficit reached an unprecedented $25 billion last year and is now 16% of the nation's total trade deficit.

Even with this dismal record, the U.S. textile and apparel industry continues to employ two million workers. It is the largest manufacturing employer of women and minorities and contributes over $46 billion to the U.S. gross national product.

S. 549 is a carefully crafted bill which is consistent with the General Agreement on Tariffs and Trade (GATT); does not target specific countries; and gives the President the power of flexible response, including the authority to negotiate compensation.

In addition, the chief sponsors of this legislation are working closely with Senator Tom Daschle (D-SD) to amend the bill to enhance agriculture exports.

Both of your senators need to be told that, if passed, this vital legislation would help save the jobs of thousands of workers in the textile, apparel and shoe industries.

Pleas Of Black South African Workers Heard By Senate Panel

The following is an excerpt from June 23 testimony before the Senate Foreign Relations Committee by Byron Charlton, Assistant to the Executive Director of the AFL-CIO's African-American Labor Center:

There are arguments that sanctions will not bring about an end to apartheid and that the black workers will be worse off in the long run. This concern fades in the face of the realities that exist in South Africa.

In our on-going contacts with over 40 affiliated and independent unions in South Africa the call for sanctions is continually reaffirmed. South African workers argue that, if the U.S. and other countries applied effective sanctions, their suffering would be made briefer as would the time of their wait for freedom and independence.

This is why the AFL-CIO supports S. 2378 and H.R. 1580, to strengthen the 1986 act and provide for strict-monitoring of sanctions compliance. This legislation can play a role in the advancement of freedom and democracy in South Africa, which in the long run safeguards the principles our nation holds dear. This is, after all, why the AFL-CIO is concerned about what goes on in South Africa and in other countries where freedom of association and democracy are denied.

Authentic and eloquent pleas for sanctions against the Pretoria regime come from all levels of the black labor movement. We believe that the casualties of the inhumanity of apartheid must have at least one right--to prescribe the remedy for change. Their message is clear: freedom at all costs and action now.

AFL-CIO news

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UNION YES

Labor slams Justice Dept. suit

Union Yes

AFSCME convention delegates in Los Angeles, in a show of solidarity, join members of Hotel Employees & Restaurant Employees Local 11 to protest hotel owners' refusal to negotiate new contracts. Some 3,000 demonstrators surrounded the block-long Westin Bonaventure Hotel, then marched to a nearby park for a rally. (Story on Page 2.)

Teamsters takeover scheme branded an 'abuse of power'

The AFL-CIO blasted the unprecedented lawsuit filed by the Justice Dept. against the Teamsters as "a clear abuse of the government's prosecutorial power" that if sustained, will undermine the free trade union movement.

The Justice Dept. is seeking to oust the union's top leaders, place it under federal trusteeship and engineer new elections, charging that the IBT has been influenced by organized crime. The suit, brought under the federal Racketeer Influenced and Corrupt Organizations law, was filed in federal district court in New York.

"In a democratic society, labor unions must be controlled by their members and not by the government," the AFL-CIO declared. The federation added that if the Justice Dept. had sufficient evidence proving that union leaders had committed federal crimes it should have proceeded against those individuals "under laws which forbid convicted criminals from holding union office," laws the AFL-CIO has strongly supported.

The federation's reaction to the lawsuit reiterated the stand taken by the AFL-CIO Executive Council in August 1987 when it criticized the "public relations contrivances" and "carefully orchestrated series of 'leaked' stories" used by the Justice Dept. to capture headlines in its campaign to impose trusteeship on an international union.

"The suit is one more reminder why Congress should not give the Justice Dept. vague, far-reaching grants of discretionary authority," the AFL-CIO declared.

Elections now supervised

Food & Commercial Workers President William H. Wynn pointed out that union election procedures are already supervised by the Labor Dept. "For the government to now seek what it calls 'free' elections is a denial of the freedom of Teamster members to run their union," he said.

The Justice Dept.'s scheme "for a government takeover of labor unions has been universally condemned ever since the idea was 'leaked' last fall," Wynn said, adding that a majority of members of Congress signed a letter that deplored the proposed action as striking "at the very foundation of our democracy."

AFSCME President Gerald McEntee agreed, declaring that the Justice Dept.'s lawsuit "is the wrong way to ensure honest and democratic unionism." The government "should rigorously enforce the laws already on the books against racketeers and any individuals who betray the trust of union members," he added.

Teamsters Sec.-Treas. Weldon L. Mathis noted that a New York jury rejected many of the Justice Dept.'s allegations earlier this year and called the suit a vicious anti-union tactic.

Members of the Teamsters—with 620 local unions in the United States and more than 7,000 elected officials—"are entitled to freely and democratically elect their officers," he pointed out.

"The government should not be allowed to interfere in the internal union affairs of this union or any other union," Mathis declared.

"The working men and women of this country know our record in protecting their wages, hours and working conditions," he said, vowing that the union will "win this fight as we have won all others."

Mathis is carrying out the duties of ailing IBT President Jackie Presser.

Delaying tactics in Senate postpone plant closing vote

The Senate temporarily suspended consideration of the plant closing notification bill after nearly a week of debate. A motion to limit additional debate on the bill failed by two votes.

Following the 58-31 cloture vote, Majority Leader Robert C. Byrd (W.Va) told senators the bill guaranteeing workers 60 days' advance notice of plant closing or major layoff will be brought to the floor on July 6, after the senators return from their holiday recess.

Sen. Dan Quayle (R-Ind.) again offered his voluntary notice amendment which was defeated by the Senate when the plant closing provisions were debated as part of the omnibus trade package. An amendment by Sen. Nancy Kassebaum (R-Kan.) that sought to strip notice for mass layoffs from the bill was defeated by a 64-32 vote. Other senators offered technical amendments to limit business liability.

Amendment accepted

The Senate accepted, by a 91-0 vote, an amendment waiving the advance notice requirement for employers seeking to hire permanent replacements for strikers, provided the employer's action does not violate the National Labor Relations Act.

In pressing for final passage of the bill, Byrd and other Democratic supporters reminded senators that recent opinion polls show that more than 80 percent of the American people support plant closing and mass layoff advance notice.

The House will take up the plant closing bill and a trade reform package after the Senate has acted on the advance notice measure. The bill covers only employers with 100 or more workers, requiring them to give 60 days' notice of a shutdown or longterm furlough.

In other developments:

AFL-CIO Sec.-Treas. Thomas R. Donahue welcomed legislation outlawing the use of polygraphs by most employers as a major victory in protecting a worker's right to privacy "from the irresponsible use of lie detector tests."

"Intimidation of employees and job applicants has been halted—and that's good news for all American workers," Donahue said.

President Reagan signed into law the measure which bars the use of polygraph testing of job applicants and random testing for current workers. Exempted from the legislation are companies that provide security services, manufacturers of controlled substances, federal, state and local governments and consultants to national security agencies. The new law will bar

Continued on Page 8

GE unions win job security gains covering 70,000

New York—A union coalition representing 70,000 workers at General Electric Co. reached a tentative three-year agreement with GE that provides annual wage increases and cost-of-living adjustments, adds an early retirement plan and improves pension payments and job security.

The Coordinated Bargaining Committee of GE and Westinghouse Corp. Unions, comprised of the 12 unions representing GE workers, is headed by Electronic Workers President William H. Bywater.

Bywater called the tentative settlement "a good contract" and said approval of the package would be "in the best interests of the membership of all CBC unions, including the IUE."

While union negotiators did not achieve all their goals, "the agreement is solid and will leave union members and their families better off both in the short and the long run," he added.

IUE members in 70 local unions will vote on the settlement July 6.

The agreement includes an early retirement option for employees aged 55-60 with 25 years of service and expands the guaranteed minimum pension payment to a

Continued on Page 8

Supreme Court ruling restricts agency fees

The Supreme Court's 5-3 decision limiting agency fees that unions collect from nonmembers they represent to expenses associated with collective bargaining will have little impact on the labor movement, the Communications Workers said.

CWA President Morton Bahr said he was "profoundly disappointed" by the ruling, "not so much because of the substance of what the court decided, but because of the pointless litigation and administrative costs that our experience teaches will result from this decision."

"Notwithstanding the smoke that will be blown by those organizations which exist solely to deprive workers of their statutory rights to organize and bargain collectively, the Supreme Court decision will have little impact on the CWA and the rest of the labor movement," Bahr said.

The decision, however, affirms that all employees in a union shop must continue to pay their share of representational costs, Bahr pointed out. Even when the option of a dues rebate is afforded to members, he continued, "few workers election the option and even fewer do so on the ground of a philosophical or ideological objection to that union's activities."

Private industry ruling

The high court's decision covering private sector unions grew from a 1976 case filed by 20 CWA members, employed by AT&T and the Chesapeake & Potomac Telephone Co., who challenged the amount of dues they paid under the agency shop agreement CWA had with their employers.

Bahr noted that from the outset of the case the union had separated its expenses for activities germane to collective bargaining and found the bulk of union dues goes for those activities.

In writing for the court, Justice William J. Brennan said federal labor law "authorizes the exaction of only those fees and dues necessary to performing the duties of an exclusive representative of the employees in dealing with the employer on labor-management issues."

The court had ruled in 1977 that public employees unions can only charge nonmembers fees to cover bargaining-related costs. Political lobbying and related activities were not considered to be necessary to collective bargaining.

Another Supreme Court ruling gave communities nationwide broader power to limit picketing of private residences. At issue was a Brookfield, Wis., ordinance that outlawed "picketing before or about the residence or dwelling of any individual."

An anti-abortion group had picketed the

Continued on Page 8

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Oregon AFL-CIO convention delegates join in rally for "Jobs with Justice."

Stiffer safety penalties sought for construction site hazards

A pair of companion bills aimed at strengthening the Occupational Safety & Health Administration's regulatory and enforcement authority over construction employers has been introduced by the Connecticut congressional delegation.

The measures would stiffen civil and criminal penalties on employers, allow states to pursue criminal prosecutions independent of federal laws, and hold corporate officers individually subject to the same penalties.

They would also require contractors to report more types of accidents to OSHA, require the agency to inspect accident sites within 24 hours in certain circumstances, and provide that construction projects be supervised by engineers or architects.

The bills, introduced by Senators Lowell Weicker (R) and Christopher Dodd (D) and Rep. Christopher Shays, address concerns that arose out of the collapse of the L'Ambiance Plaza apartment project in Bridgeport, Conn. in April 1987.

Jim Lapping, safety director for the AFL-CIO Building & Construction Trades Dept., welcomed the proposed legislation, but said the BCTD will continue to press for a separate construction safety agency.

At a separate House subcommittee hearing, Electrical Workers safety director George E. Smith, a worker representative on OSHA's 15-member Advisory Committee on Construction Safety & Health, testified that the agency looks to the committee to rubber stamp its proposals, and reverses those recommendations that disagree with OSHA plans.

Smith and employer member James E. Pakenham, safety manager of Ebasco Constructors Inc. of New Jersey, told the House Subcommittee on Health & Safety that advisory committee members frequently receive rulemaking documents shortly before the meetings and therefore are unable to give them thorough consideration.

Silent rejections

Smith noted the committee members have years of experience in the industry and that often its recommendations on critical issues are unanimous. "It is, therefore, quite frustrating to find their unanimous recommendations reversed with no explanation as to the reason for such reversal," Smith said.

In earlier testimony that branded the federal safety record for construction workers as "horrendous, BCTD President Robert A. Georgine called on Congress to set up a separate job safety agency to deal with that industry.

Georgine said funding cuts and legislative limitations hamper OSHA's performance. The OSH Act does not reflect the industry's managerial structure, he said, indicating that "as many as 300 subcontractors" could be working on a large project with no one person or company liable for the overall safety.

He urged that inspectors be given authority to inspect worksites without a warrant, that penalties be substantially increased and that employees be able to refuse hazardous work without loss of pay.

Further, the BCTD recommended that permits be required for certain types of dangerous projects and that all employers at a site complete a "step-by-step construction process plan to identify foreseeable hazards." Each employer should have a comprehensive, certified safety program and a licensed safety supervisor, he added.

North Dakota Fed presses for rise in minimum pay rate

Fargo, N.D.—Delegates to the North Dakota AFL-CIO convention reaffirmed their support for a public employee collective bargaining law and increases in the federal and state minimum wage.

The 120 delegates to the two-day convention endorsed a number of candidates for congressional and state offices, along with union members running for various local public posts.

In calling for a public sector bargaining law, the delegates noted that 26,000 state employees would be covered and urged that it provide for binding arbitration. Passage of a bill covering state and municipal workers has been considered in previous legislative session, but not passed.

In another resolution, the convention stated its opposition to contracting out of any work normally performed by public employees. The delegates also said they would oppose any legislative measures that would make changes in the workers' compensation law that are detrimental to the public welfare.

Dependent care

The convention stressed the need to raise the federal minimum wage and underscored its backing of House and Senate measures now being considered by Congress. State legislation aimed at raising the wage floor was also backed by the delegates. The convention also called for legislation providing "affordable and quality child care and elderly care programs."

Among the Democratic incumbents endorsed in the November elections are Sen. Quentin N. Burdick, Rep. Byron L. Dorgen, Gov. George Sinner, Lt. Gov. Lloyd Omdahl, Treas. Robert Hanson, Atty. Gen. Nicholas Spateh, Tax Commissioner Heidi Heitkamp and Insurance Commissioner Earl Pomroy.

Oregon AFL-CIO sets legislative priorities

Portland, Ore.—Delegates to the Oregon AFL-CIO convention set their legislative agenda for the 1989 session and endorsed congressional candidates for the November general elections.

The 308 delegates adopted a legislative program calling for an increase in the state minimum wage, health care for all state residents, child care assistance for working parents and job reinstatement rights for injured workers.

The convention pressed for legislation that would provide research funds to study the effects of video display terminals on workers and called for strict enforcement of "right-to-know" laws covering workers who handle hazardous materials.

On economic issues, delegates cited the need for changes in state law to enable locked out workers to obtain unemployment compensation, noting that employers increasingly are using the lockout to thwart union strategies and solidarity programs. They reiterated their support for workers seeking to return to their jobs after recovering from workplace injuries and called for stiff restrictions on contracting out by public agencies.

In his convention address, Gov. Neil Goldschmidt (D) told delegates that economic success must be determined "by the standard of living, not the unemployment rate." Oregon's jobless rate was 6.2 percent in May, Goldschmidt said, but state residents fell $1,400 below the national average in per capita income. In 1978, Oregonians had earned $160 above the national average per capita income, he noted.

On the fight for an increased state minimum wage, Goldschmidt agreed that the wage "should be current and should be fair."

Goldschmidt applauded labor's perseverance during the Reagan Administration years, adding "your time is coming. Reaganism is finished, exhausted, worn out and bankrupt."

The convention also debated and defeated a constitutional change that would keep affiliates in good standing with the state federation if per capita payments were made by their international unions.

Another proposal—also defeated—would have allowed the outgoing executive board to nominate the finance review committee. Delegates supported a resolution to hold the convention at different cities throughout the state and considered expanding the proceedings to a three-day session.

Candidates endorsed

Delegates endorsed incumbent Democratic congressmen Les Au Coin, Ron Wyden and Peter DeFazio and endorsed Democrats Mike Kopeteski and Larry Tuttle who are seeking congressional seats now held by Republicans Robert Smith and Denny Smith.

Other resolutions adopted by the delegates called for protection against discrimination for persons suffering from AIDS and for workers exposed to other infectious diseases, endorsed affirmative action, supported the federal ban against industrial homework and endorsed pay equity.

Delegates expressed opposition to any efforts seeking to place spending limits in the state constitution.

Collective bargaining, etc.

Air Line Pilots at Comair, a Cincinnati area carrier, won a three-year contract that increases wages 40 percent over the life of the agreement. Other improvements include increased vacation and personal leave, a 401(k) plan with a 25-percent matching employer contribution, guaranteed minimum hours and longevity pay.

AFSCME members in Pennsylvania ratified a new three-year contract by an 74-percent margin. The settlement, covering 59,000 state employees, provides wage equity for workers at the top of their pay scales and maintains health insurance benefits. The new contract will expire June 30, 1991.

Unions participating in the AFL-CIO Industrial Union Dept.'s coordinated bargaining program negotiated new contracts for nearly 7,000 workers at three companies. More than 3,200 workers—members of the **Clothing & Textile Workers, Chemical Workers** and **Oil, Chemical & Atomic Workers**—at six Merck & Co. plants won wage increases of 8-12 percent, plus improvements in pensions and fringe benefits in a three-year agreement.

At a Rohm & Haas plant in Bristol, Pa., the **Aluminum, Brick & Glass Workers, Firemen & Oilers** and **OCAW** reached a two-year agreement providing a wage increase and lump-sum bonus that will be implemented at three other plants. Five unions at KPL Gas Service, representing 1,600 workers, won a 7.25 percent wage increase plus health insurance improvements in a two-year agreement. The unions are the **Electrical Workers, Plumbers & Pipefitters, Operating Engineers, Steelworkers** and **OCAW.**

Electronic Workers ended a two-month walkout at Tree Preservation Inc.—formerly Asplundh Tree Expert Co.—in West Virginia, winning their job security demands plus a three percent wage increase. Members of IUE Local 756 had struck the company over seniority and rehiring rights for 60 Asplundh workers which were jeopardized by the change in management.

Members of the **Newspaper Guild** ratified a six-year contract with the New York Times that provides wage and benefit gains retroactive to March 1987. TNG members approved the pact by a 652-118 margin.

AFSCME delegates vote affiliation plan

Los Angeles—AFSCME convention delegates approved a constitutional change to allow the union to pay state AFL-CIO per capita taxes for its 1.1 million members beginning in 1989.

Under a program adopted at the AFL-CIO convention last fall to encourage local union affiliation with state and local central bodies, a union can affiliate its membership by paying 75 percent of the full rate to the federation.

The convention re-elected President Gerald W. McEntee and Sec.-Treas. William Lucy to new four-year terms, returned 19 vice presidents to office and elected nine new ones.

Some 1,500 delegates showed solidarity with members of Hotel Employees & Restaurant Employees Local 11 in protesting the lack of contracts for the HERE workers. Chanting "What do we want? Contract! When do we want it? Now!" the marchers surrounded the block-long Westin Bonaventure Hotel and then heard speeches by McEntee, Lucy, Los Angeles AFL-CIO Executive Sec.-Treas. Bill Robertson and Local 11 staff director Maria Elena Durazo at a rally nearby.

Democratic presidential candidate Jesse Jackson told the record 3,083 delegates, "I understand working people." Introduced by Lucy as "a man whose vision for America and the world starts with 'the least of these,'" Jackson said that Reaganomics translates into profits up, wages down, plants closed, workers abandoned. "That's Reaganomics," he said. "We must not sustain it, or manage it—we must reverse it."

Democratic delegates

Following his convention address, he met with AFSCME members who are Jackson delegates to the Democratic National Convention in Atlanta. He urged them to ask basic, common sense questions. "If the issue makes sense, we'll go with them," he said.

Earlier that week, Democratic presidential candidate Michael Dukakis had spoke to the convention about America's health care problems, promising that, if he is elected president, he would push for a national health care bill modeled on the one he signed as Massachusetts governor.

Among other convention speakers were Government Employees President Kenneth T. Blaylock and Public Services International General Sec. Hans Engelberts.

Blaylock talked about unionism of the future that will "walk proud with its head up, eyes and ears open to the world around it. I think that is the type of union that AFGE and AFSCME represent."

He urged public sector unions to become more politically active, asking, "what good is winning a grievance if the job is being contracted out? And what good is winning a good wage package if there are budget cuts requiring staffing cuts?"

PSI's Engelberts stressed the global nature of the problems unions now face. He said the world is waiting to see if the 1988 U.S. presidential race yields a leader "who will set an example to the rest of the world by putting people first."

Some 3,000 unionists turned out for the Equal Partners breakfast that featured former Screen Actors President Ed Asner and Rue McClanahan of television's Golden Girls as the main speakers.

Dozens of workshops, ranging from pay equity and drug testing to grievance handling and political action, were attended by the delegates. And more than $7,500 was raised for the union's political action fund by sponsoring 80 participants in the a two-mile "fun run."

AMERICA WORKS BEST WHEN WE SAY...

UNION YES

THE UNION ADVANTAGE

by Matt Kane and Frank Parente*

Unions are the pacesetters for the American economy.

Workers who are union members have higher wages and fringe benefits than nonmembers.

Union members are more likely to maintain a safe and healthy work environment.

And, they have more job security because of collective bargaining contracts that protect worker rights and aid career development.

In a broader context, all Americans benefit as union workers keep the national economy strong with higher productivity on the job. And the union influence on wages helps sustain consumer buying needed for a sound U.S. economy.

Collective Voice

Beyond all this, labor unions have a key role in our democratic society. Unions give workers a very important collective voice.

Union members acting together have a say in the workplace—promoting better working conditions, preventing arbitrary and unfair management actions, and bringing the human element into day-to-day work decisions.

On a national scale, union members—through their collective political voice and their national organizations—pursue legislation and other measures that help all workers.

The right of workers to organize and bargain collectively with employers is fundamental to dignity and self-respect on the job. Their right to a voice in determining their wages and working conditions is basic to a free, democratic society.

Union Wage Advantage

Union membership pays off in dollars and cents.

Bureau of Labor Statistics figures for 1987 show weekly earnings for all union employees were 36 percent higher than for nonunion workers—$465 compared to $342 for an average gain of $123 a week.

The difference between union and nonunion wages is particularly striking because the survey includes salaries of managers, supervisors, and others who generally have higher wages and are nonunion.

All union workers regardless of age, sex, and race gained from the difference in union over nonunion usual weekly earnings. Black and Hispanic workers gained the most, with black and Hispanic union members earning about 50 percent more than nonunion black and Hispanic workers.

The union advantage for workers in service, production, and craft jobs is particularly large. Union workers received an average 79 percent more than their nonunion counterparts in service occupations.

Union earnings outpaced nonunion earnings by 56 percent for factory production and assembly workers, equipment operators, and laborers.

Skilled craft, repair, and precision production workers in unions had a 38 percent earnings advantage over nonunion workers in these occupations.

For workers with jobs in technical, sales, and administrative support, union pay was 29 percent higher than the nonunion average—39 percent higher for the narrower category of administrative support, which includes clerical jobs.

Farm, forestry, and fishing jobs held by union members had a 78 percent pay advantage over nonunion jobs.

An industry breakdown, which categorizes workers according to the sector they work in regardless of the job they perform, shows unionized employees earned 39 percent more than nonunion workers in the wholesale and retail trade sector. Most other industries showed a significant union earnings advantage.

This union edge in wages is no fluke. For their 1984 book *What Do Unions Do?,* Harvard economists Richard Freeman and James Medoff showed that collective bargaining alone raised wages 20 to 30 percent. Freeman and Medoff held constant such factors as geographic location of unionized workplaces, size of unionized businesses, and age of union workers.

The effect of unionization on wages is different for different types of workers, Freeman and Medoff note.

"By age, the union wage effect is largest among the youngest workers, who are the lowest-paid, and least for prime-aged members, who are the highest-paid," they write.

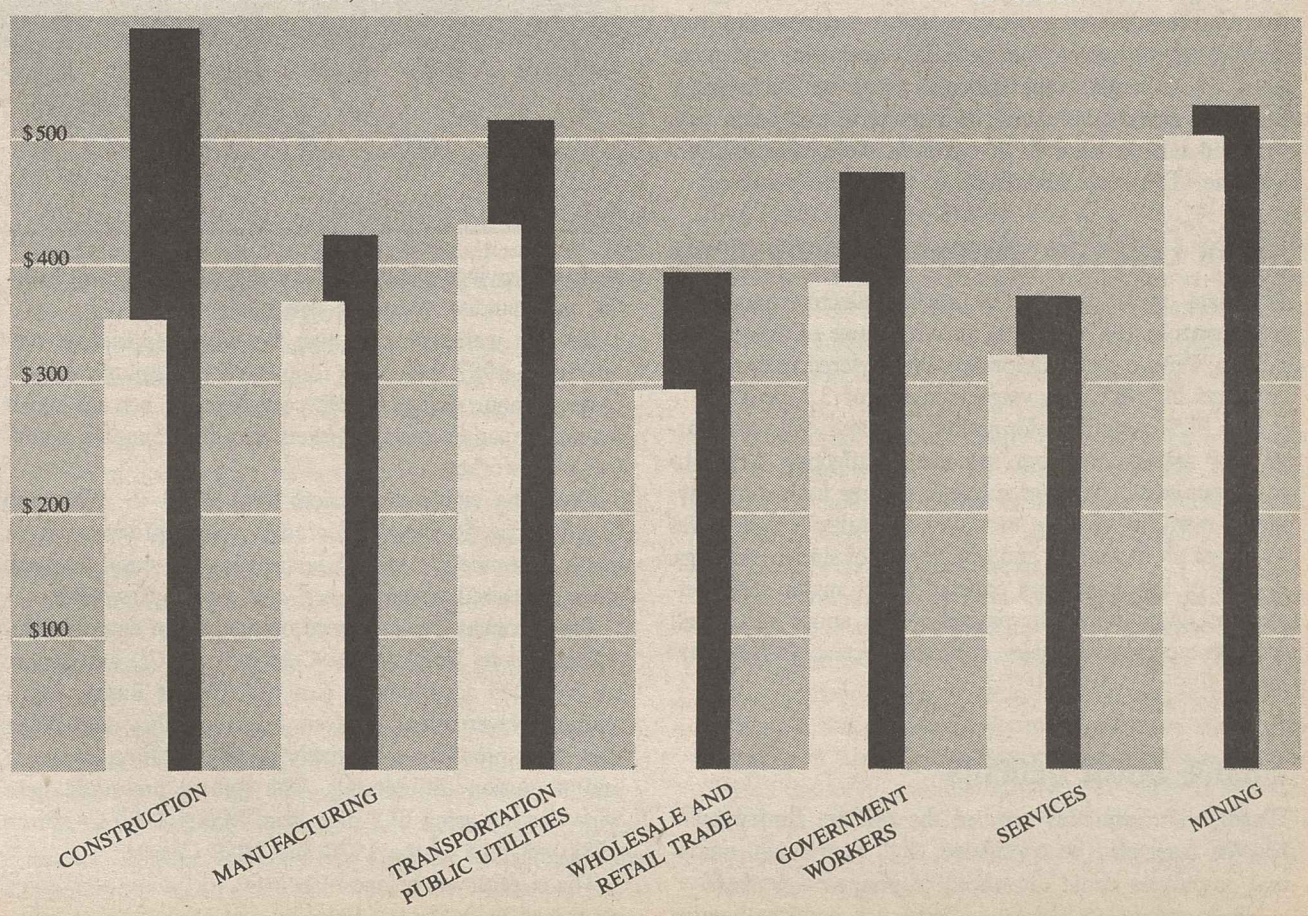
Union workers living in the South and West get the greatest wage boost, as do nonwhite workers, those without college degrees, and those with one to three years on the job.

Workers who join a union get higher wages than similar workers who don't, Freeman and Medoff found. Workers who join and stick with their unions are better off than workers who leave unions.

John Pencavel and Catherine Hartsog of Stanford University used data from 1920 to 1980 to study the impact of unionization on earnings when wage levels and number of hours worked are both considered. In a 1984 paper for

WAGE ADVANTAGE BY INDUSTRY

MEDIAN WEEKLY EARNINGS, 1987



SOURCE: BUREAU OF LABOR STATISTICS FOR FULL-TIME WORKERS, EXCLUDING SELF-EMPLOYED

AMERICA WORKS BEST WHEN WE SAY... UNION YES

the National Bureau of Economic Research, they concluded "there is strong evidence of a positive impact of unionism on the average wage of union workers relative to the average wage of nonunion workers."

Unions also increase equality of earnings among workers in society. Unions reduce inequalities within establishments, promote equal pay for equal and comparable work across establishments, and support greater equality between blue-collar and white-collar workers.

Growth of Union Wages

Union membership continues to pay off in terms of wages despite a recent slowdown in the growth rate of earnings. Union wages and salaries were up an average 3.1 percent in 1985, 2 percent in 1986, and 2.6 percent in 1987. This was below the recent norm for unions—6.0 percent per year on average for the 10 years from 1978 through 1987.

This information is drawn from the BLS Employment Cost Index (ECI), which estimates rates of change for wages and salaries using data on public and nonfarm employees excluding federal government and household workers.

The measure excludes premium pay for overtime, weekend, holiday, and late shiftwork (premium pay is common at unionized workplaces.) But even so, the slower growth rate for union wages recorded by ECI is consistent with recent slow economic growth, intense competition from foreign imports, and persistent high unemployment and underployment.

During the 1970s, union wages and salaries grew fast as workers tried to keep up with rapidly rising costs of living. Now, with less inflation, slower wage growth can compensate for price increases. And, with unemployment remaining high, job security and benefits such as pensions and health care are getting more attention.

Union earnings grew much faster than nonunion earnings in the '70s. But, in the 1980s, union wages in manufacturing and other traditional union strongholds have come under heavy attack as the result of a rising flood of imports, the increasing mobility of capital, deregulation, corporate takeovers, and a sharp rise in union-busting efforts by anti-union employers.

Union wages and salaries grew 2.6 percent in 1987 while nonunion pay grew at a faster 3.6 percent rate, according to ECI measurements. However, these figures overstate the difference between union and nonunion pay because the nonunion data includes supervisors and managers whose larger wage increases bring up the average. But, even at the current rate of increase in non-union pay, it would take more than 30 years at these rates to overtake the union pay advantage.

Major Collective Bargaining Settlements

BLS data on increases under major collective bargaining settlements in 1987 provides another gauge of union wage growth. Private sector union workers covered under major contracts in 1987 won wage increases of 3.1 percent.

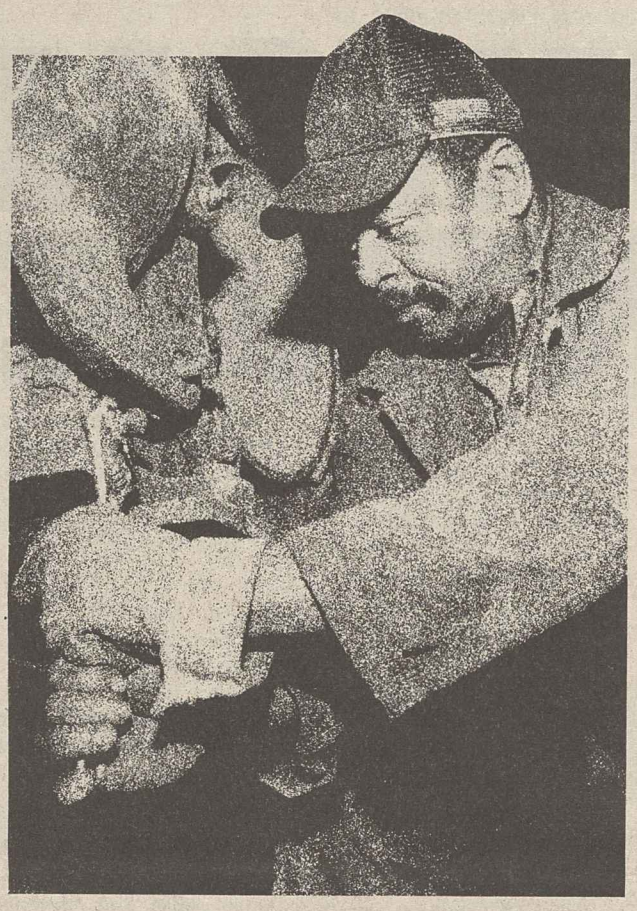
The BLS compiles information on major collective bargaining agreements from settlements affecting 1,000 or more workers. The wage measure ignores lump-sum payments made in addition to wages and salaries and leaves out most profit sharing and other types of similar earnings.

Half of the employees covered under major 1987 settlements won lump-sum payments and about half of all workers now under major contracts receive COLA payments.

Unions Boost Benefits

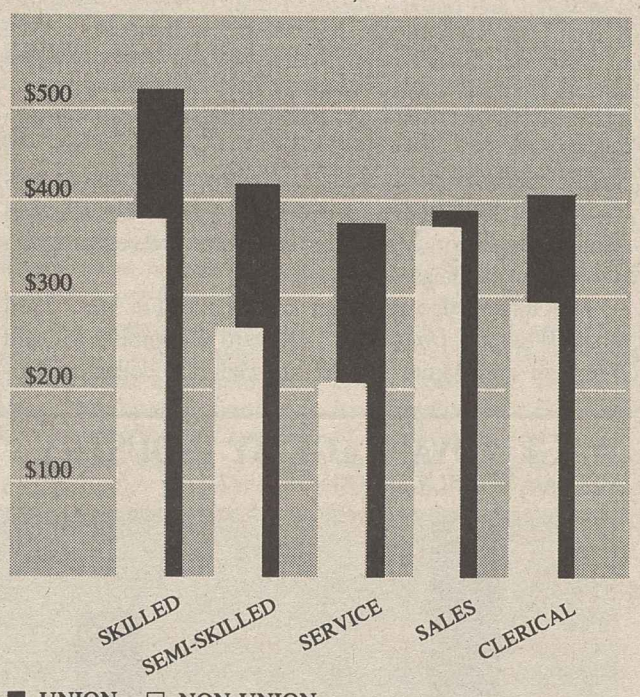
Wages alone are only part of the picture. Employment benefits must also be considered; and, here again, unionized employees come out ahead of nonunion workers.

Union-negotiated benefits include such items as holiday and vacation pay, supplemental pay, pensions, health care packages, savings plans, supplemental unemployment benefits, merchandise discounts, and others.



WAGE ADVANTAGE BY OCCUPATION

MEDIAN WEEKLY EARNINGS, 1987



Benefits were twice as high for union-represented employees in 1987, according to analysis of employer benefit costs per hour. Fringe benefit costs were 35 percent higher for union manufacturing workers than for nonunion manufacturing workers.

Over the eight-year period from 1980 to 1988, job benefits rose 56 percent for employees represented by a union, compared to just 31 percent for nonunion workers, when measured by employers' cost per hour worked.

These conclusions are based on analysis of data the BLS collects for its Employment Cost Index (ECI) and, again, are weighted according to past U.S. Census Bureau information. Nevertheless, analysis based on this data taken over time provides a relatively good indication of union and nonunion differentials. The figures presented here were derived using ECI data from March 1980 to March 1988 weighted to the 1970 and 1980 Census.

The sizeable advantage in benefits for union workers is confirmed by professors Freeman and Medoff using different analytical methods.

FRINGE BENEFITS ADVANTAGE

PRIVATE INDUSTRY	UNION	NON-UNION
PAID LEAVE	$ 1.35	.89
SUPPLEMENTAL PAY	.64	.26
INSURANCE	1.45	.64
PENSIONS, SAVINGS	.87	.36
SOCIAL SECURITY, UNEMPLOYMENT INSURANCE, ETC.	$ 1.76	$ 1.11
OTHER BENEFITS (SEVERANCE, SUB, ETC.)	.06	.01
TOTAL FRINGE BENEFIT	$ 6.12	$ 3.29

COMPUTED PER WORKER PER HOUR
SOURCE: BUREAU OF LABOR STATISTICS

Since the benefit costs an employer pays vary with the characteristics of the business and work force, it is possible that the gap between union and nonunion benefit levels stems from workplace differences rather than unionization. For instance, if employees with union representation were less experienced and, therefore, more prone to job-related accidents, insurance costs and sick leave pay could be higher at a union workplace than a nonunion one even if the benefit levels are comparable.

But unionization in and of itself increases benefit levels for workers, Freeman and Medoff show. They put the increase in fringe benefits attributable to unionization at 68 percent, using BLS data on Expenditures for Employment Compensation 1974-77 and holding constant such variables as the size of establishments, occupation, industry, region and demographic characteristics of workers. This falls to 30 percent when wages are held constant, probably because higher paid workers tend to have greater benefits.

Freeman and Medoff concluded that unions have the greatest effect on benefits provided to employees of firms with fewer than 500 workers. And while younger workers gain most from higher union wages, older workers get the most from union-won benefits. They are more likely to use sick leave or receive insurance reimbursements. Furthermore, some benefits like vacation are weighted more heavily toward those with the most seniority.

Unions also make sure that benefits match the desires of the workers. In 1977, 75 percent of union workers surveyed in a University of Michigan study agreed that their fringe benefits were good, compared to 57 percent of the nonunion workers.

Union members are more likely to get what they want because unions are democratic institutions pushing for their members' interests, and unions often develop benefit innovations to match changing worker needs.

Unions Increase Job Security

More job security is another union advantage. Compared to nonunion workers, union members are less likely to exit from their jobs, less likely to suffer from arbitrary and unfair dismissal by management, and more likely to have options for their own career development.

Unionized workers certainly have a lower rate of job turnover than their nonunion counterparts, according to numerous studies. This means increased productivity, but it also demonstrates that workers who band together in a union are able to address workplace problems that would otherwise lead to quits or dismissals.

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The union, as Freeman and Medoff write, "changes the employment relationship from a casual dating game, in which people look elsewhere at the first serious problem, to a more permanent 'marriage,' in which they seek to resolve disputes through discussion and negotiation."

Other labor experts also recognize the important role unions have played in shaping personnel policies for greater job security.

Unions standardize procedures for hires, promotions, dismissals, and grievances, and in this way protect workers from arbitrary or discriminatory action by management, note labor economists Ray Marshall of the University of Texas and Brian Rungeling of the University of Central Florida. Union members may win the right to transfer within a firm when jobs are cut or the right to recall from layoff if jobs that were once eliminated open up again. They may be able to secure from management the written promise of retraining if new technology or changes in work patterns threaten their employment.

Unions often bargain for contract provisions relating to promotions and career advancement opportunities. Many local unions require management to post job openings at the workplace and promote from within whenever possible. Some union contracts require management to pay for academic education or vocational training so that workers can improve their career potential. Others have provisions allowing workers to lay out career development plans with supervisors or directors.

Health and Safety

Unions also play a vital role protecting health and safety in the workplace.

Wages, benefits, and job security are very important issues; but as a Steelworkers local president once said, "What good is a better pension plan if you aren't going to live long enough to enjoy it?"

Job-related deaths, injuries, and illnesses are serious problems for U.S. workers. Each working day, 25 to 50 persons die on the job—6,000 to 12,200 deaths per year —according to a 1985 report from the Congressional Office of Technology Assessment (OTA).

There are about 45,000 occupational injuries each work day—11.3 million a year—requiring medical attention or restricting work activity, and about 10,000 per work day —2.5 million a year—serious enough to lead to lost work time, the OTA reports. The National Safety Council estimated direct and indirect costs of work injuries at $30.2 billion in 1980.

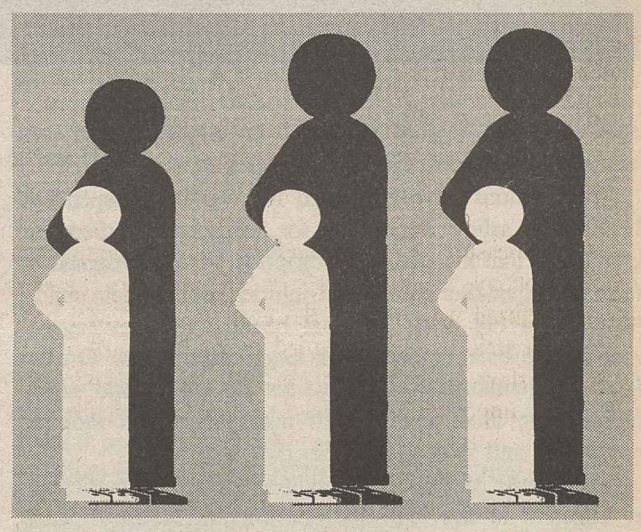
Each year there are an estimated 100,000 deaths from occupational illness and 390,000 new cases of job-related disease per year. The frequency of occupational illness is difficult to estimate because many occupational diseases cannot be isolated from other diseases. Work-related diseases often become evident only after a long period, so that their connection to occupational hazards is often missed.

Labor unions have been instrumental in securing national measures designed to address health and safety problems for all workers, including right-to-know labeling of dangerous workplace chemicals and regulations administered by the Occupational Health and Safety Administration. Unions played a vital role in the establishment of OSHA, too.

Unions have had the greatest impact on health and safety at unionized worksites through employee education and the collective bargaining process. Union workers know firsthand that the workplace is healthier and safer with a union than without one.

UNION WORKERS ADVANTAGE

MEDIAN WEEKLY EARNINGS, 1987



For example, workers at Globe Union Battery Co., in Bennington, Vt., routinely suffered from lead poisoning in the 1970s, with management claiming that lead levels were as low as could be for the production of automobile batteries. Then the problem became a union issue for the plant workers, members of the United Auto Workers.

Union members called in OSHA and the National Institute for Occupational Safety and Health (NIOSH). They worked with these organizations to check plant lead levels and to survey workers and their families for the adverse effects of lead. Ultimately, management was forced to comply with lower lead standards, and now workers no longer suffer from acute lead poisoning.

Income maintenance supervisors in Local 1180 of the Communications Workers of America can also testify to the union advantage in health and safety. They are struggling hard to process New York City's large welfare case load, with each supervisor responsible for recertifying 800 to 960 welfare cases each month and allocating budgets of $4 million or $5 million a year. Job pressures have increased incidents of heart ailments, hypertension, chronic fatigue, headaches, stomach troubles, and other stress-related problems, according to a CWA study.

The workers and their union fought through administrative hearings to make job stress a collective bargaining issue, and union action has resulted in a reduction of the span of supervision, hiring of additional supervisors and a quicker process of filling vacancies.

The examples go on and on. Through union action, workers have won the right to refuse to work under unsafe conditions and to require repairs of unsafe equipment.

Union members have reduced their exposure to toxic substances and dangerous workplace dusts, secured regular breaks from stressful and eye-straining computer work, increased the safety training they receive, lowered noise levels on the job, placed limits on the lifting an employee is required to do, and insured that dangerous workplace substances are properly labeled.

For 20 years now, labor unions have made an issue of carpal tunnel syndrome, a crippling hand disorder that

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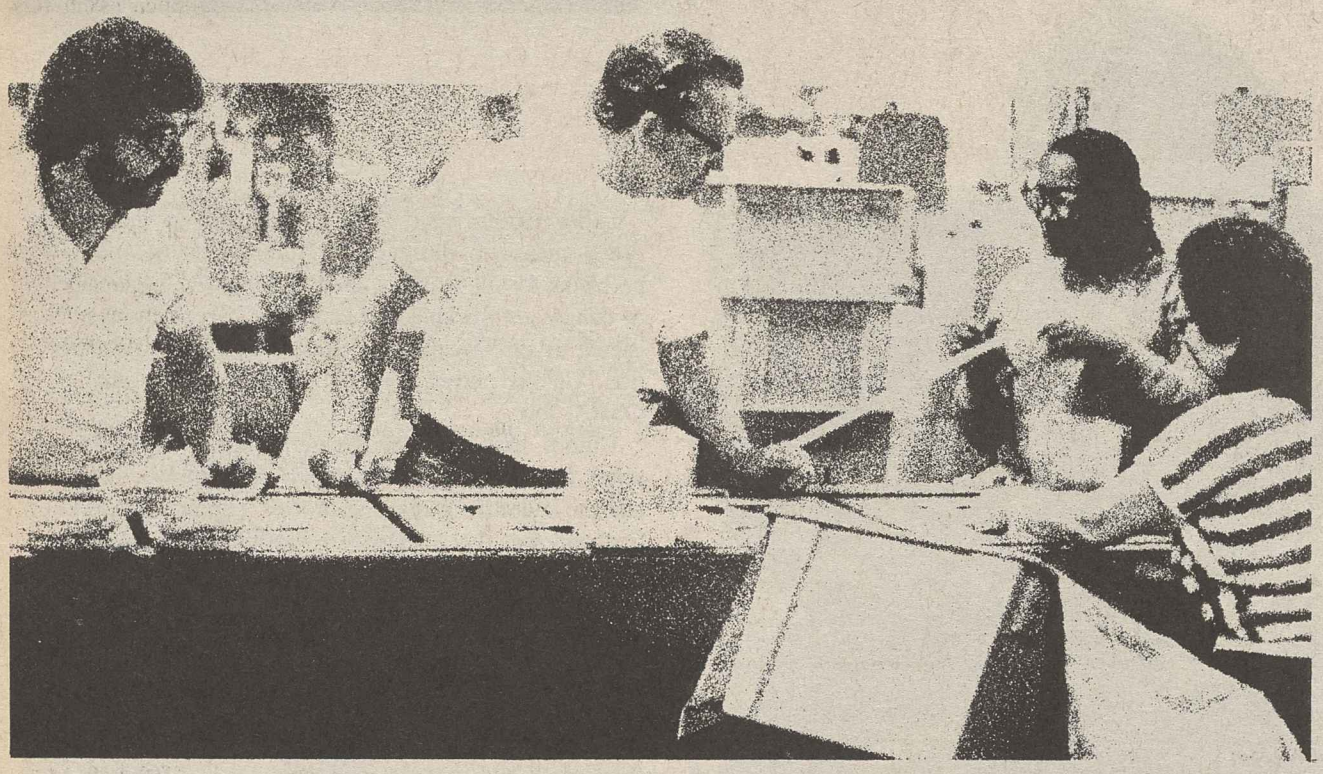


strikes workers in jobs ranging from meatcutting to data entry typing, from assembly-line work to cooking.

Some unions have bargained for regular, independent health and safety inspections for workplaces; others for guarantees that income won't drop for workers assigned to new positions after job-related injuries restrict their ability to work in old ones. National health and safety agreements have been reached with large corporations. On the local level, many unions have set up health and safety committees, most jointly with management, to monitor conditions and review issues as they arise.

Joint health and safety committees have been particularly effective in the high-risk construction industry. Since 1977, cooperative programs in this sector have reduced workplace injuries by 40 percent, increased productivity by 20 percent and saved millions of dollars for participating firms, according to a 1986 report by the National Trust Fund for Training, Education and Research in Construction Safety and Health. The report compares similar construction projects.

Lately, health care workers and their unions have won increased protection against serious occupational health and safety risks. For example—one of many—a court battle initiated by four national unions and a public interest group recently forced OSHA to drastically reduce the legally acceptable level of daily worker exposure to ethylene oxide, a dangerous agent used to sterilize hospital equipment. Now OSHA is revising short-term exposure levels as well.

Union representation also means better enforcement of national health and safety laws. Union members are more aware of minimum health and safety requirements and the process for filing complaints when these are violated. This is particularly important given the small number of OSHA inspectors.

Nonunion workers are often powerless to challenge illegal health and safety conditions, even though on paper they are protected from company harrassment for raising this issue.

"It is almost impossible for workers who are not represented by a union to challenge their employers on management policies without being fired," Richard Kazis and Richard Grossman note in their 1982 book *Fear at Work.*

Unions Raise Productivity

Most of the points made here so far focus on the benefits unions hold for those who belong or join. But the presence of unions is a plus for other workers and for the national economy as a whole as well.

Unions increase productivity, which is an important gain for all.

One study, comparing plants in 20 different manufacturing industries, showed unionized workplaces were 22 percent more productive than the nonunion ones. Economists James Medoff and Charles Brown found this union advantage even though they held employee quality and capital per worker constant.

Another study, comparing cement manufacturers and holding important factors constant, concluded "that unionized establishments are 6-8 percent more productive than their nonunion counterparts." Kim B. Clark, who conducted this study for the National Bureau of Economic Research, also found that unionization of a nonunion workplace increases productivity. These results are particularly strong because cement output is easy to measure and homogenous across firms, allowing for solid productivity comparisons.

Steven G. Allen, an economics professor at North Carolina State University, repeatedly has found that union construction workers are more productive than their nonunion counterparts.

His most recent study, published in 1987, showed that union establishments were 35 percent more productive than nonunion establishments at constructing office buildings when output was measured in square feet of floor space completed per hour worked. The union edge ranged up to 20 percent for school building construction.

An earlier Allen study showed that unionized construction establishments were at least 29 percent more productive, holding constant such factors as size of firm, capital per worker, age and schooling of workers, type of construction, region of the country, and state price levels. In these cases, output was measured in terms of value-added, not physical output.

Those critical of collective bargaining allege that unions undermine productivity with restrictive work rules and excessive hiring requirements. But this academic research and a third Allen study specifically focused on these issues indicate otherwise. Factors contributing to the productivity of union employees far outweigh those that detract from it.

Reasons for the Union Edge in Productivity

Researchers cite a number of reasons for the union productivity advantage, including many that relate to the internal operations of a firm.

One way unions increase productivity is by lowering employee turnover. An establishment with a stable work force is more productive because its employees draw on a wealth of job experience and expertise. Furthermore, seasoned employees are less likely to need supervision than newer workers.

Union seniority rules also can improve productivity by reducing rivalry among workers and therefore increasing their willingness to share job-related knowledge and skills. Furthermore, union rules help undercut race, sex, and age discrimination, which otherwise prevents people from reaching positions that use their productive talents to the fullest.

The presence of a union often promotes higher productivity through labor-management cooperation. This enables unionized establishments to cover higher labor costs with savings elsewhere. The flow of work may be improved, quality control upgraded, scheduling methods refined, and a host of inefficiencies eliminated.

With better pay, benefits, and more say on the job, unionized employees are likely to be more motivated and upbeat than nonunion workers. This, too, can pay off in terms of higher productivity.

Despite all the benefits that flow from it, increased productivity has its dark side as well. More output of goods or services per worker hour improves living standards and increases overall consumption. But for the individual worker, the increase could mean declining work hours or joblessness.

Here again, unions help. Through collective bargaining, employees push for reasonable job and income protections in light of changes that improve productivity. For example, union members faced with a technological advance that threatens jobs will oppose layoffs and favor reduction in the workforce through normal turnover, voluntary quits, and retirement.

Effects on Nonunion Pay

Unions also have a positive effect on the wage and benefit rates paid workers in general and, in this way, help spread income and increase the consumer purchasing power that drives the U.S. economy.

Unions influence the pay of nonunion workers in several ways, according to economists Freeman and Medoff. Employers with both union and nonunion workers often adjust the wages of their nonunion workers to reflect union pay and retain the wage structure within the firm. Evidence of this is found in a 1979 Bureau of National Affairs survey.

Furthermore, employers with nonunion work forces avoid falling too far behind the wage and benefit levels of unionized firms for fear that a big gap will prompt their workers to form a union. These employers also keep the union-nonunion wage differential in check to insure that they can attract and hold talented employees, who might otherwise jump to union work.

Higher earnings for union and nonunion employees help drive a healthy national economy. In the private sector, union and union-influenced wage levels cut into profits and disperse corporate income among a greater number of people. As a result, the consumer purchasing power of the many, rather than the few, is increased. The economy as a whole grows as workers spend that income. The union effect on wages and productivity, taken together, help sustain the U.S. standard of living and contribute to the country's economic progress.

Standing Together

Without a doubt, the nation benefits from the right of workers to stand together in a union and pursue their common interests. The collective voice of union members has a positive influence on jobs, workplaces, and the U.S. economy.

Through their unions, workers win their fair share of pay and benefits, increase their job security, and protect their health and safety.

Union workers also contribute to the success of a firm or agency. When labor-management relations are based on open communication and mutual respect, union members draw from their hands-on experience to increase productivity and help solve difficulties that arise on the job.

Union members increase democracy in the workplace. They push for dignity and self-worth on the job, and improve the standards of living for themselves, their communities and their nation.

** Matt Kane was an intern in the AFL-CIO Dept. of Economic Research in 1987. Frank Parente is on the staff of the department.*

HISPANIC WORKERS

Union Cards, Voting Power

Hispanic workers and their families—like other Americans—need a union card and voting power at the ballot box.

Many Hispanics have achieved success in the United States and consequently have made important economic, social, and cultural contributions to our nation.

But too often, Hispanics lack the political power to which their numbers would entitle them.

Hispanics are rapidly increasing in number and they are having a big impact on American life and politics.

And Hispanic workers have a big opportunity to improve their wages and working conditions and earnings and living standards by joining unions.

Population: 20 Million

There are about 20 million Hispanics in the United States. That's 8 percent of the 245 million U.S. population.

America's total population is increasing about 1 percent a year—but the Hispanic population is growing 6 percent a year. So some population experts predict that Hispanics will make up the biggest minority group in the United States in another 15 years.

Why this high growth rate? Big immigration from Latin America and high fertility of the relatively young Hispanic population.

The Census Bureau says 32 percent of the Hispanic population of voting age were not citizens of the United States in November 1984.

Hispanics Are an Urban People

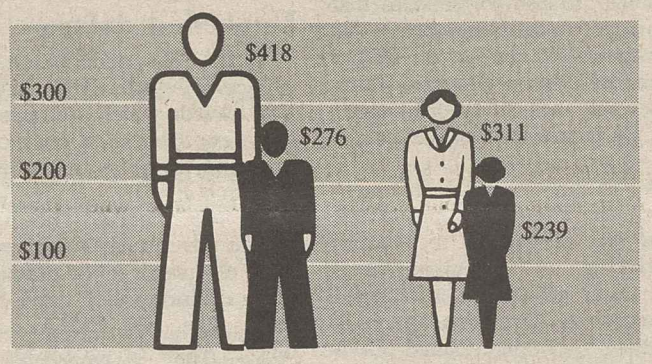
Hispanics in the U.S.A. are mainly in big city areas. They are not primarily rural. Only 4 percent are farmworkers.

More than half of all U.S. Hispanics live in California and Texas. In 1980, California had 31 percent of the total (4.5 million) and Texas had 20 percent (3 million). New York State had 11 percent (1.7 million) and Florida had 6 percent (900,000).

In 1990, the two biggest areas of Hispanic concentration will be in and around Los Angeles (6 million) and the New York City area (2.7 million), including nearby communities in Connecticut and New Jersey, according to estimates by Comprehensive Technologies International.

Other big city areas with about 1 million or more Hispanics in 1990 will include Chicago, San Francisco, Miami, and Houston.

HISPANIC WORKERS UNION AND NON-UNION
MEDIAN FULL-TIME WEEKLY EARNINGS, 1987



Unions and Hispanic Workers

Although Hispanic workers tend to be concentrated in low-wage, largely unorganized industries, they are very similar to other American workers in joining unions.

There are more than 1.2 million union members among the 7.2 million employed wage and salary Hispanic workers, according to a Bureau of Labor Statistics report for 1987. Hispanic union members included 860,000 men and 370,000 women.

The 1987 median weekly earnings of full-time Hispanic wage and salary workers represented by unions were 51 percent higher than earnings of nonunion Hispanic workers.

Employment, Earnings, Unemployment

Hispanic workers earn less when they work—and they suffer more joblessness than most workers.

Only 55 percent of Hispanic workers have full-time, year-round jobs.

And, on a weekly basis, full-time Hispanic wage and salary workers earn only 76 percent as much as all full-time wage and salary workers.

About 45 percent of Hispanic workers are in blue-collar jobs; 38 percent are in white collar jobs; and 18 percent are service workers.

In 1986 median earnings (half above, half below) of Hispanic men were $12,000 a year—61 percent of the median for non-Hispanic men. Hispanic women had 1986 median earnings that were 82 percent of non-Hispanic women's earnings.

In mid-1988 there were 8.1 million employed and 800,000 unemployed Hispanic workers. Their unemployment rate was 9 percent when the total jobless rate was 5.6 percent.

Unemployment of Hispanic workers generally is 40 to 50 percent higher than the overall unemployment rate.

25 Percent in Poverty

One out of four Hispanic families is in poverty.

Median Hispanic family income was $20,000 in 1986, compared to $29,500 a year for all families.

This 1986 median for Hispanic families was 68 percent of the all-family median income—and the percent has dropped from 74 percent in 1973, the first year for which such information is available.

Meanwhile, the poverty rate for Hispanic families has gone up from 20 percent in 1973 to 25 percent in 1986.

More than one million Hispanic families—and 5.1 million Hispanic people—are in poverty. They make up about 16 percent of all poverty although they make up only 8 percent of the U.S. population.

Education: The Big Barrier

Low education achievement is a major handicap for Hispanic Americans.

A survey in 1986 found that 37 percent of all Hispanic Americans 25 years of age and over had completed only elementary school. This compares with 13 percent for the general population in this category.

About 28 percent of Hispanics 25 years and over completed only high school, compared to 38 percent for the general population in this age group.

And only 8 percent of Hispanics 25 years and over had completed four years or more of college, compared to 19 percent of the general population in this category.

Hispanic high school dropout rates are alarming—80 percent in New York City, 70 percent in Chicago, 50 percent in Los Angeles, 32 percent in Miami, 23 percent in San Antonio.

Shortfall in Political Power

Hispanic Americans are under-registered, under-voted, and under-represented.

Census Bureau statistics for 1984 showed that only 59 percent of eligible Hispanic American citizens were registered to vote—compared with 72 percent of eligible non-Hispanic persons.

And only 48 percent of eligible Hispanic American citizens reported voting in the November 1984 election—compared with 63 percent of those not of Hispanic origin.

The Labor Council for Latin American Advancement (LCLAA) was created to increase political involvement of Hispanic workers and their families in the American political process.

Through LCLAA, America's unions are reaching out to help Hispanic workers get economic and political power.

Prepared by Markley Roberts, AFL-CIO Dept. of Economic Research

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ILA career day

Hundreds of graduating high school seniors in Miami got a first-hand introduction to the maritime industry at the first Career Awareness Day, sponsored by Longshoremen's Locals 1416 and 1922 at the city's port facilities. Local union officials described the training and career opportunities, highlighting their message with an on-site demonstration of the union skills and experience used in container loading.

AFGE presses civil service reforms

Federal system labeled 'paperbound, legalistic, ineffective'

The Government Employees called on Congress to update the Civil Service Reform Act by eliminating the management rights clause and review of settlements by agency heads, binding government nationally to decisions of one appellate court and providing for a service fee from non-members represented by the union.

AFGE President Kenneth T. Blaylock, testifying before the House Subcommittee on Civil Service, said that in a decade of experience under Title VII of the act, the union has learned where the loopholes are, what areas need strengthening and which need liberalizing. Title VII is the labor-management relations statute.

He charged that the "existing system has become a paper bound, legalistic, ineffective system" and a major flaw in the act was the failure to provide a "service or representation fee" to pay for services that must be provided to non-members. The legal duties imposed by the act on federal unions have led to a "gross financial imbalance" that severely affects labor-management relations. "It is time to level the scales," he declared.

In calling for elimination of the management rights clause, Blaylock pointed out that the issues that are subject to negotiation are shrinking as the management rights interpretation grows. He also urged that government-wide regulations be only advisory and their "personnel-related provisions subject to national negotiations."

End agency reviews

Further compounding labor-management relations are the agency head review procedures which can void sections of contract agreements reached after years of bargaining at great expense to both sides. The review should be eliminated, he said.

Blaylock scored the Federal Labor Relations Authority for not exercising its authority to enforce contracts, assure employee rights and strongly punish violators. "The FLRA has refused to go into court to judicially enforce any of its cease and desist orders. Instead, the unions have been told to file another unfair labor practice charge—so we can get another ineffective cease and desist order two years later."

Unneeded delays

FLRA has undermined the arbitration process by "effectively staying all arbitration awards which are appealed" instead of the "few arbitration decisions that deserve to be stayed," Blaylock said. The results are frivolous appeals and unneeded delays.

Blaylock detailed the problems caused by the government's overuse of judicial review of "unfair labor practice and negotiability decisions they don't like." There are more than 100 FLRA decisions on the union's right of access to the names and addresses of bargaining unit employees, along with unanimous decisions from five circuit courts in favor of the union. Yet other cases on the topic are pending in appellate courts "where agencies are shopping for a friendly judge," he said.

To remedy this, Blaylock recommended that government be bound nationally to precedents established in the U.S. District Court in Washington with appeals limited to the U.S. Court of Appeals for the District of Columbia Circuit.

Supreme Court sets restrictions on agency fees

Continued from Page 1

home of a doctor who performed abortions as part of his medical practice. The Supreme Court reversed an appellate court decision upholding an inmunction that prevented the town from enforcing the law.

The AFL-CIO had filed a "friend of the court" brief upholding the picketers' rights. But the high court said that because the ordinance was so narrowly written in banning picketing in front of an individual residence, it still "permits the more general dissemination of a message. General marching through residential neighborhoods, or even walking a route in front of an entire block of houses is not prohibited."

Too restrictive

In dissent, Justice William Brennan found the "sweeping prohibition" of the Brookfield ordinance was unconstitutional because it "suppresses substantially more speech than is necessary." And Justice John Paul Stevens, also in a dissenting opinion, observed the ordinance would make it unlawful for a fifth grader to carry a sign saying "Get well, Charlie—our team needs you."

In other action, the Supreme Court:

- Let stand lower court rulings that the courts lacked authority to review a National Labor Relations Board decision not to issue unfair labor practice complaints against General Motors Corp. and the Auto Workers for signing a preferential hiring agreement covering union workers to be hired at GM's Saturn plant in Tennessee. The suit had been brought by the National Right to Work Legal Defense Foundation.
- Made it easier for workers to prove their employers are guilty of discrimination. In a unanimous vote, the court ruled that a former Fort Worth, Tex., bank worker was improperly barred from using statistics to prove she was discriminated against because she is black. The ruling allows workers to use statistics to prove the "disparate impact" of an employer's subjective decisions—in this case, regarding promotions. The case will return to a federal trial court.

ILO reviews worker rights in 46 countries

Geneva—Agreement that "Solidarnosc lives" emerged from the final credentials report at the annual conference of the International Labor Organization even though Lech Walesa and other representatives of Poland's free trade union movement were once again excluded from the conference by the Polish government.

The credentials committee ruled that the Polish government violated ILO rules on the selection of worker delegates, one-third the Polish delegation in the ILO's tripartite, worker-government-employer system. The finding was in response to a complaint from the International Confederation of Free Trade Unions, with which the AFL-CIO is affiliated.

The Polish government had contended in credentials committee hearings that Solidarnosc leaders were free to join Poland's "new unions," but the hearing determined that worker delegates from that group, the All-Poland Trade Union Alliance (OPZZ) were named by the government. The ILO imposed the rules adopted in 1987 when the Solidarnosc leaders were also denied a visa to attend the conference.

In other actions, ILO committees focused on the particular plight of rural workers around the world, abandoned a politically inspired resolution on occupied territories in Israel and found violations of ILO conventions protecting worker rights in Ecuador, Pakistan, the Dominican Republic and the Central African Republic.

Also, a committee formed to consider revising the ILO convention affecting indigenous and tribal populations agreed to meet again in 1989 after failing to produce a report. The committee, on which Jim Murry, executive secretary of the Montana State AFL-CIO, represented U.S. workers, was attempting to shift the emphasis of the ILO convention from the integration of indigenous and tribal populations into the larger society to a recognition of the rights and integrity of those groups.

U.S. Worker Delegate Jim Baker, the AFL-CIO's European representative, described the committee's task as virtually impossible because the topic took the committee beyond issues the ILO normally considers within its purview.

In the resolutions committee debate on the occupied territories in Israel, Deputy U.S. Worker Delegate Charles Gray questioned why "badly needed funds should be used for yet another special committee when mechanisms clearly exist within the ILO to deal with these problems." The topic was termed appropriate to the United Nations but not to the ILO.

A total of 46 countries were called before the ILO worker rights committee, which monitors the legislation and government practices of each nation. Ecuador, Pakistan, the Central Dominican Republic and the Central African Republic were cited under the ILO's "special cases paragraphs" which designate countries that "deserve to be singled out because of the nature or persistence of violations of ratified ILO conventions."

In addition to the four cited, the committee examined the cases of the Congo, Haiti, Morocco, Poland, Turkey and the United Kingdom under covering basic trade union rights.

JLC delegates pledge support for labor's goals

New York—Four members of the AFL-CIO Executive Council were among officers elected by the Jewish Labor Committee at its biennial convention. JLC delegates also adopted numerous resolutions of support for labor's agenda, reaffirming its commitment to a higher minimum wage, stronger enforcement of OSHA regulations and enactment of laws that protect workers' rights to organize unions.

The 54-year-old organization, which serves as a "bridge between the labor movement and the Jewish community," has been campaigning vigorously during the past year for congressional passage of an increase in the federal minimum wage, delegates were told. The JLC, in cooperation with the National Jewish Community Relations Advisory Council, has been urging community Jewish groups nationwide to support a higher minimum wage.

JLC delegates voiced continued opposition to double-breasting in the construction industry and support for passage of a fair trade law that provides a 60-day notification to workers before plant shutdowns and mass layoffs.

Herb Magidson, executive vice president of the New York State Teachers, was re-elected national president of the JLC.

Among those elected JLC vice presidents were Executive Council members Jay Mazur, president of the Ladies' Garment Workers, and Lenore Miller, president of the Retail, Wholesale & Dept. Store Union. Communications Workers President Morton Bahr was re-elected JLC treasurer and Teachers President Albert Shanker was re-elected as secretary.

GE unions bargain pact covering 70,000

Continued from Page 1

range of $18-25 per month per year of service. It calls for a first-year wage increase of 2.5 percent, with 1.5-percent raises in the second and third contract years.

Workers also would receive a $165 bonus in the first contract year and $900 a year later. The agreement retains semi-annual cost-of-living adjustments.

Other improvements include expanded preferential hiring rights, relocation allowances, plus improvements in dental and medical maximum insurance and expanded medical coverage for retirees.

Although IUE's GE conference board did not recommend the settlement, other CBC members, including the Electrical Workers and Machinists, are advising their members to approve the pact.

Advance notification bill delayed in Senate

Continued from Page 1

about 85 percent of the 2 million polygraph exams currently administered each year.

- The Senate Labor Committee voted 11-5 to increase the federal minimum wage to $4.55 over the next three years, in 40-cent increments. No weakening amendments—like the so-called training wage included in a House conservative substitute—were proposed in committee.
- The House Ways & Means Committee approved some tax measures and technical corrections in the 1986 tax reform law that will raise more than $5.5 billion over the next three years. The package includes a provision eliminating an accounting method used by defense and construction contractors that allows them to defer taxes.

The committee also voted to restrict the tax-free status of employer-provided educational assistance and legal services.

AFL-CIO news

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UNION YES

Metal Trades walkout

Members of the Metal Trades Council in Groton, Conn., set up picket lines at General Dynamics Corp.'s Electric Boat Division after rejecting management's demand for a three-year wage freeze and bonuses instead of higher pay. The 10,200 workers—who build nuclear-powered submarines—are members of 10 unions that bargain through the New London MTC. The unions are seeking a pay increase and limits on part-time workers.

Plant closing vote sends a 'message of fairness'

Senate rejects attempts to weaken bill

The Senate's overwhelming passage of the veto-threatened plant closing bill is "a welcome message of fairness for American workers," AFL-CIO President Lane Kirkland said.

After rejecting all weakening amendments, the Senate passed the bill by a 72-23 margin, well over the two-thirds mark needed to override a veto, and sent it to the House.

That's where the White House and its employer allies are expected to make a last-ditch stand to keep alive the possibility of sustaining a veto. But there was speculation that President Reagan may back off from a losing issue and let the bill become law without his signature if the House vote safely tops the two-thirds mark.

After House passage—expected before Congress begins a July 15 recess that will run through the Democratic national convention—the President will have 10 days to veto the bill. Anticipating a veto and seeking to avoid having it come when the political spotlight would be on the Democratic convention reaction, Republicans filibustered to set back the Senate vote by a week.

As passed by the Senate, the plant closing bill is almost unchanged from the provision of the omnibus trade bill that President Reagan assailed in his veto message last May.

Shutdown notice

It would require firms with more than 100 workers to give workers 60 days' notice of a plant closing that would require 50 or more workers at one site to lose their jobs.

A 60-day notice would also be required before a layoff of six months or longer affecting 50 or more workers if they constitute one-third of the workforce, or for a layoff of 500 workers, even if they did not constitute one-third of the workforce.

The notice requirement would not apply to part-time (less than 20 hours a week) or temporary workers, or to employees who were offered transfers to jobs within commuting distance or who would be employed by the purchaser of a business.

Firms would have to pay their workers a day's pay plus the value of fringe benefits for each day the required notice was not given and could be required to pay local communities up to $500 a day. As in the original bill, the notice requirement would not apply if the closing or layoff were caused by unforeseen business circumstances.

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Focus on House

AFL-CIO President Lane Kirkland has called on America's trade union movement to let House members know of the strong worker support for the plant closing bill.

Special efforts, in some cases including AFL-CIO media campaigns, are being made in a target group of 10 states where one or more House members is still in the uncertain column on the plant closing lineup.

Union members across the country are asked to call congressional offices to get their views on record.

Growing trade deficit tied to huge rise in foreign debt

The nation's foreign debt swelled to $368 billion in 1987, up a staggering 36 percent from the previous year's $269-billion mark, the Commerce Dept. said.

The debt figure represents the difference between foreign goods, property and other investments owned by private and public sources in the United States and similar assets—including the continuing flood of imported goods—owned by foreign countries in U.S. markets.

AFL-CIO international economist Mark Anderson said the huge U.S. trade deficit is the key factor that has caused the United States to become the world's largest debtor. As recently as 1982, the United States enjoyed a total surplus of $137 billion.

But that surplus soon evaporated as the flood of imports—in textiles, clothing, steel, electronics, autos and other industries—shifted dollars into foreign hands and sent jobs abroad. Exports—stymied by the foreign trade policies of many nations designed to limit outside goods—have not been able to offset growing foreign investment in the United States, Anderson added.

"The only ways to reduce U.S. foreign debt are by selling more of our own goods or by borrowing money, which finances the huge amount of imports into the United States," he said. Dollars that could be used to rebuild highways, schools, hospitals and in other public works efforts, or that could be made available for increased private capital investment, instead must be paid to foreign creditors, he stressed.

Paying the price

"And as our total foreign debt continues to grow, American taxpayers and consumers will pay the price in the form of a lower standard of living, higher interest rates for mortgage and other economic penalties," Anderson added.

The Reagan Administration labored to put a rosy tint on the rise in the debt, claiming that foreign investors find U.S. assets "more attractive" and minimizing the degree to which the United States has become dependent on foreign countries.

But analysts pointed out that interest and dividend payments resulting from those investments do not remain in the United States.

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Civil rights coalition wins on housing law enforcement

A labor-supported bill to strengthen the Fair Housing Act passed the House by a decisive 376-23 vote and is expected to be put on a fast track for Senate action.

It expands coverage of the 20-year-old anti-discrimination law and for the first time gives the Dept. of Housing & Urban Development an enforcement role—a goal long sought by civil rights groups.

The legislation is needed, AFL-CIO Legislative Director Robert M. McGlotten wrote House members before the vote, because "it is clear that housing discrimination persists and that an effective remedy is not now provided by law."

At present, HUD can only investigate complaints of housing discrimination and use "conciliation and persuasion" to seek a remedy. If voluntary efforts fail, persons who have been denied housing because of their race, color, religion, sex or national origin are left on their own.

The Justice Dept. is now authorized to bring suit only to end a "pattern of discrimination." The only recourse for an individual or a family is to sue in federal court.

The legislation passed by the House gives HUD an enforcement obligation if conciliation fails and the agency has reasonable cause to believe that illegal discrimination has occurred in the sale or rental of homes or apartments.

As originally drafted, the bill would have established a system of administrative law judges who would hold hearings and have authority to fine landlords or sellers

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IUE ratifies new General Electric accord

The Electronic Workers ratified a three-year agreement with General Electric Co. that provides a new early retirement option and annual wage increases.

The IUE members, the largest segment of the 12-union Coordinated Bargaining Committee of GE and Westinghouse Corp. Unions, approved the contract by a vote of 33,378.5 to 6,785.5.

IUE President William H. Bywater, who chairs the CBC steering committee, said the "overwhelming vote to ratify shows that the IUE membership is satisfied with this settlement which is worth more than the 1985 contract."

Bywater said the committee intends "to use our unity in the fight to preserve our members' jobs and win an even better package in 1991."

The IUE uses a per capita count in tallying ratification votes. If a majority of local union members support the agreement, the entire membership of that local is counted as supporting the pact. The union reported that 66 locals voted for the agreement, three voted to reject, one split its vote and two locals with 20 per capita votes had not yet reported.

Early retirement plan

In addition to wage increases in each contract year, the GE accord provides an early retirement option for workers ages 55-60 and raises pension benefits by as much as $3 a month per year of service. The agreement retains the semi-annual cost-of-living adjustment.

Preferential hiring provisions and relocation allowances were expanded, severance and special termination payments were increased, travel allowances were added and dental and major medical coverage was improved.

The Sheet Metal Workers, with one local union representing GE workers in Cicero, Ill., approved the pact by a 450-350 vote. Other CBC unions—which must vote on the pact by July 10—include the Auto Workers, Allied Industrial Workers, Steelworkers, Electrical Workers and the unaffiliated United Electrical Workers.

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7/9/88

Organizing made Newspaper Guild's top priority

Vancouver, B.C.—The Newspaper Guild convention laid the foundation for an intensified organizing push across the United States and Canada.

At the same time, it warned that "political complacency" in upcoming national elections, particularly in the United States, "is a suicidal path that only strengthens" those bent on continuing the repressive policies of the national administrations currently in office in both countries.

The renewed organizing effort was put in place when delegates enacted executive board recommendations dedicating interest income from the union's $8.6-million defense fund to replenish a special organizing fund established four years ago.

The convention's political-complacency warning came as it anticipated that the TNG executive board will endorse a U.S. presidential candidate, as authorized by last year's convention.

Guild President Charles Dale warned that an endorsement will be meaningless unless locals see that all members and their families are eligible to vote and understand how their "vote will affect their interests as union members, as news industry employees and as citizens."

Delegates stressed the impact presidential appointments to boards and courts will have on unions and working conditions.

Trade pact opposed

The convention voiced its opposition to the pending Canada—U.S. Free Trade Agreement, stressing that it holds "potentially disastrous consequences" for workers and the labor movements of both nations. The convention called on Congress to reject the proposal and urged the Mulroney government to put the measure before the electorate by calling an election, as proposed by the Canadian Labor Congress.

The delegates showed their appreciation for an address by CLC President Shirley Carr by vote a $5,000 contribution to the CLC's campaign against the measure.

In other actions, the convention:

- Condemned the Justice Dept.'s suit which seeks to put the Teamsters under court-appointed trustees. "Government-run unions are a hallmark of authoritarian, not democratic, governments," the convention said in a resolution. "Elected union officers, no matter what abuses they may commit or countenance, must be responsible to their members. Government-appointed ones will be responsible only to those who appointed them."
- Praised Suffolk County, N.Y., legislators who enacted the first U.S. law requiring private employers to provide safeguards for workers using video display terminals.
- Expressed outrage at the Cleveland Catholic Bulletin's having fired four longtime Guild activists "under the guise of economic hardship."
- Established a "Lily White" Publisher Award to be given at the 1990 convention to the publisher of a daily newspaper "without minority employees on their editorial staff." Some 56 percent of U.S. dailies are in that category, delegates said.
- Renewed the call for enactment of legislation in both countries to curb the growing domination of the news industry by newspaper chains.
- Reaffirmed support for the Paperworkers who were forced on strikeor lockout by International Paper Co., which is operating mills in Maine, Alabama, Pennsylvania and Wisconsin with scabs.
- Condemned the Israeli government for its closure of the Palestine Press Service, imprisonment of Arab journalists and other interference with press coverage of activities in the occupied territories.

Chorus of 'Solidarity Forever' ends song exchange concert.

Voices of solidarity raised during 3-day union songfest

Labor's singers, artists and musicians took to the stage for the closing concert of the 10th annual Great Labor Arts Exchange, singing of pride, protest and solidarity—capping a three-day conference which brought more than 100 participants to the George Meany Labor Studies Center.

The spotlight was turned on the office workers, bus drivers, miners, writers and others who tell labor's story through music, art, drama and comedy.

Auto Workers from Detroit offered vignettes from the plays of the Workers' Concept Theater, a labor group active in the 1930s. Another session focused on the songs and stories of the South, and in a others, the music and spirit of Hispanic and black American cultures filled the air.

Organizers discussed ways to "jazz" up a picket line, then everyone joined in a jam session to "rock and roll the union on."

Workshops included sessions on cartooning, writing songs and skits, and presenting labor history through song. Throughout the conference, artists exchanged ideas, shared their music, practiced performing skills and discussed how they could spread labor's message through songs of work and freedom, artwork, drawings and film.

Also attending the exchange were music veterans John Handcox who composed "Roll the Union On," Pete Seeger and Hazel Dickens, whose voice and songs were heard in the film "Matewan," that looked at the lives of West Virginia coal miners in the 1900s.

The closing concert played to a standing room only audience. Jess Wilcox of the Mine Workers sang of the lockout endured by workers in Sheridan, Mont., while Tom Grealy of the Harvard Pipettes sang a song of victory, celebrating the recent AFSCME election win at Harvard University.

Advance notice bill passed

Worker fairness fight shifts to House

Continued from Page 1

Repeated opinion surveys have shown that more than four out of five Americans consider the plant closing measure fair and reasonable. And Reagan's complaint that mandatory plant closing legislation would put the free enterprise system in "a straitjacket of regulation" rang especially hollow in communities across the country that have experienced plant closings and worker dislocations first hand.

After the trade bill veto was sustained when the Senate fell short of a two-thirds vote, the Administration tried to defuse the political fallout with a "voluntary" plant closing notification bill introduced by Sen. Dan Quayle (R-Ind.) and quickly embraced by Vice President George Bush.

Since advance notice is already voluntary, no one took the bill very seriously. In the Senate debate on plant closing, the focus was on an amendment to limited the notice requirement to plant closings, eliminating the mass layoff category, and on an attempt to add new exemptions and loopholes to the law.

With Senators Howard M. Metzenbaum (D-Ohio) and Edward M. Kennedy (D-Mass.) taking the lead, the weakening amendments were all defeated. Earlier, the remnant of the filibuster was squelched by an 88-5 vote to limit debate.

Some of the senators who had stuck with the President on the trade bill veto override vote had expressed reasons unrelated to the plant closing issue for their actions. But a lot of Republicans were clearly unhappy at the prospect of going into a national election campaign as the party that opposed a plant closing notification law.

Four Republican senators who had supported Reagan on the veto override were absent, as was the still-ailing Sen. Joseph R. Biden Jr. (D-Del.). But 20 Republicans joined a solid bloc of 52 Democrats in voting for the plant closing bill, with 23 Republicans opposed.

The crossovers included nine Republican senators who had sided with the White House on the trade bill veto—Stevens of Alaska, McCain of Arizona, Kassebaum of Kansas, Karnes of Nebraska, D'Amato of New York, Hatfield of Oregon, Stafford of Vermont, Warner of Virginia and Kasten of Wisconsin. Also voting for the bill was Sen. Proxmire (D-Wis.), who had supported the trade bill veto while endorsing the plant closing provision.

The strategy of congressional leaders has been to hold up action on the trade bill until the plant closing bill has cleared.

After voting on the closing bill, the House is expected to take up and quickly pass a trade bill that contains all of the provisions of the vetoed measure except for the plant closing section and a controversial provision on Alaskan oil exports.

New Jersey coalition seeks stiffer RTK enforcement role

North Brunswick, N.J.—Union and environmental groups outlined legislative goals that would give workers and communities a major role in enforcing safety and health standards contained in federal and state right-to-know laws.

The proposed state legislation was the centerpiece of a conference sponsored by the New Jersey AFL-CIO and more than 100 other labor, environmental and community organizations.

In his keynote address to the 450 participants, Steelworkers President Lynn R. Williams issued the call to go beyond the "right to know" to the "power to act" to prevent toxic and other hazards in the workplace and the environment.

Williams, chairman of the AFL-CIO Standing Committee on Safety & Occupational Health, cited the Executive Council's February statement that "safety and health committees should be mandated, with the right to inspect workplaces, shutdown dangerous jobs, and review employer hazard control methods."

He emphasized that workers in Canadian provinces and Scandinavian countries have achieved greater worker safety and health rights that those in the United States, mainly through the establishment of joint safety and health committees.

President Archer Cole of the New Jersey Industrial Union Council pointed out that the "combined forces of labor and environmental groups won the nation's strongest chemical right-to-know law which provided momentum for OSHA to issue its national hazard communications standard. Now it's time to win the right to act."

A key provision of the legislation would be the granting to workers the right to refuse work "that is unsafe, unhealthy or which damages the environment."

The draft measure calls for mandatory establishment of hazard prevention committees in workplaces and communities throughout the state. Such committees are already permitted by the federal hazard communication standard and by an executive order signed by Gov. Thomas Kean.

Regional parley examines labor's global role

San Francisco—The AFL-CIO has every intention of remaining "internationalist and interventionist" in defense of members here at home and their fellow workers around the world, International Affairs Director Tom Kahn said at the department's final 1988 regional conference.

For example, "we certainly intend to continue intervention with the International Monetary Fund," Kahn said, noting the harsh standards imposed on debt-ridden developing countries before IMF will extend credit.

The IMF imposition of Reagan-Thatcher economic standards of lower wages, higher interest rates, curtailed imports and forced production for exports to the United States are the opposite of what workers in those developing nations need, he said.

Consequently, the AFL-CIO will continue to oppose many IMF standards and to ask why, if the world's bankers can sell notes owed by developing countries to each other for as low as 40 cents on the dollar, they can't settle the debt with Central and South American nations at such a bargain rate.

The international affairs' regional conference, used to supplement the AFL-CIO's annual week-long training in global affairs at the George Meany Labor Studies Center, also included presentations by the directors of the four AFL-CIO institutes—Patrick O'Farrell of the African-American Labor Center, Eugenia Kemble of the Free Trade Union Institute, William Doherty of the American Institute of Free Labor Development, and Charles Gray of the Asian-American Free Labor Institute.

Open funding

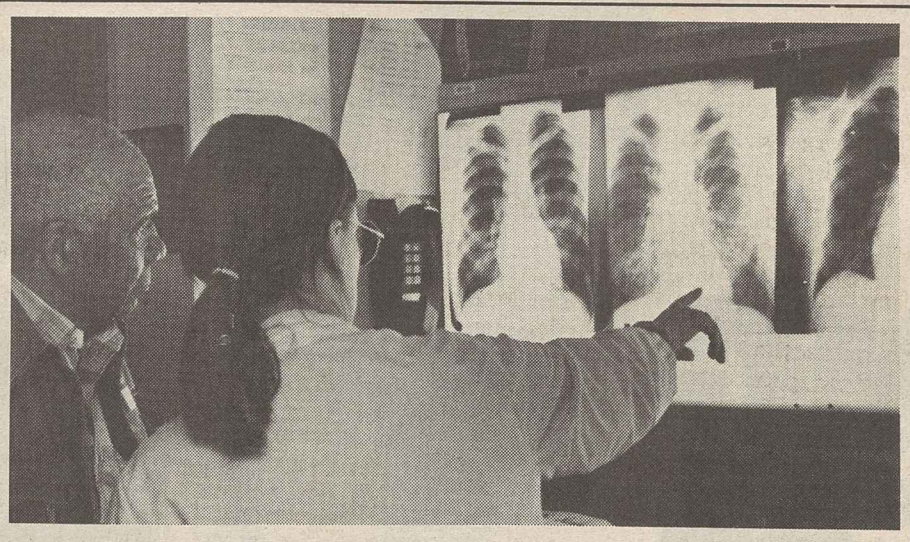
Kahn said at a press conference before the event that having the institutes receive U.S. government funds is appropriate since it is taxpayers' money—including union members' taxes—appropriated through open and public proceedings of Congress.

Also, the AFL-CIO, not the Agency for International Development or any other government body, designs the programs, and faces instances when the government says no to labor proposals. "When that happens, we normally say, 'Okay, we'll check with you on our next program' and go to find other funding," Kahn said.

That whole process is superior, he said, to funding from private foundations, for example, which don't go through public congressional processes and come from private employer funds that otherwise could have been a worker wage increase.

Ronald Radosh of the City University of New York and Mark Anderson, the AFL-CIO's foreign trade specialist, also spoke to the conference. Anderson traced AT&T's shift of telephone manufacturing out of Shreveport, La., to Singapore, which until recently had an exemption under the Generalized System of Preferences.

"Now, AT&T announced it is moving on to Thailand since Singapore has lost its status under GSP," Anderson noted.



Sandy Taylor of Laborers Local 74 and Dr. Laura Welch review X-rays.

Laborers test members for asbestos illnesses

The Laborers are conducting a nationwide asbestos screening program, aimed at uncovering health problems of members who traditionally have suffered higher death rates from a variety of diseases, including asbestos-related illnesses, than workers in other building trades.

Laborers President Angelo Fosco said the screening program is part of the "union's comprehensive effort to improve the health of our members." The asbestos screening is aimed at members with at least 20 years of service, he said, "because the numbers paint a grim picture."

After screening more than 1,000 laborers, preliminary results from testing done in February show that 25 to 30 percent showed signs of abnormality and potential disease, the union said. In Michigan, 86 percent of the plasterer tenders tested showed signs of asbestos-related diseases.

The Laborers' screening program is being implemented through the union's regional offices and district councils, in conjunction with local health and welfare funds which underwrite the $150 cost of each screening.

Workers are given a two-and-a-half-hour examination that includes a case history interview, chest X-ray and examination, breathing test and blood test to measure cholesterol and lead levels. While participants are waiting for test results, union staffers provide them with information on asbestos-related diseases and the medical and legal actions that are available.

Forty Local 74 members in Washington were screened at the George Washington University Ambulatory Care Center by Dr. Laura Welch and other occupational health professionals. "I've never seen a more comprehensive asbestos screening program," she said.

Idaho AFL-CIO drafts plans to regain worker protections

Pocatello, Idaho—The Idaho AFL-CIO is developing a long-term strategy to overturn the state's open shop law and gain passage of a new prevailing wage measure—to offset the adverse effect both have had on Idaho's economy.

State AFL-CIO President Jim Kerns reminded convention delegates that when the legislature passed a right-to-work law and repealed the "little Davis-Bacon" protections, workers were promised the actions would revitalize the economy.

"It hasn't happened," Kerns declared. Since 1985, business failures have skyrocketed 209 percent, and new business starts dropped 21 percent. Further, the state's population has fallen and the average weekly wage has hit its lowest level since 1969.

During hearings on repeal of the prevailing wage law, a union building trades representative told lawmakers they wouldn't be satisfied until workers worked for free, Kerns said. Now a public school is being built with free labor—and the school district tried unsuccessfully to get the state to waive workers' compensation coverage for those workers. "Freedom has come to Idaho—freedom to work for nothing," he declared.

Injury rates

Kerns also cited the need for a state-run job safety program, stressing that under the federal program, the annual worker injury rate has been 38,000, or nine percent of the workforce for the past nine years. The convention adopted a resolution supporting the call for a state safety agency.

In a workshop, delegates considered the nationwide Union Yes program and ways it can help counter right to work propoganda. Another workshop focused on the coming elections and the establishment of legislative action committees in Idaho's two congressional districts.

In a convention address, Gov. Cecil Andrus (D) told of his efforts to keep and expand jobs in the state. Gary Gould, director of the state's Dept. of Labor, said his agency has been able to expand its services despite a limited budget.

Rep. Richard Stallings (D) reported to delegates on the legislation pending in Congress and won the convention's endorsement for re-election. Delegates backed Democrat Jeannie Givens, a two-term state House representative with a 100 percent COPE record, in the race against incumbent Rep. Larry E. Craig (R).

Kerns was directed by the convention to attend the state Democratic convention and work to get a more effective labor plank in the party's platform—a mission he accomplished shortly afterwards.

In other resolutions, the delegates called for a boost in the state's $2.35 hourly minimum wage, backed the efforts of the Office & Professional Employees to gain a new contract at the City of Hope and supported an annual day of commemoration for workers killed or injured on the job.

Service Employees target 1-million mark by 1992

Convention sets emphasis on organizing

Toronto—Delegates to the Service Employees convention gave strong endorsement to a blueprint for accelerated union growth and new ways to serve the interests of members in the United States and Canada.

SEIU President John J. Sweeney set the convention themes in a keynote that confidently predicted that the 850,000-member union will pass the million mark before the next quadrennial convention.

He saw a resurgence of unionism is the two countries affecting all five occupational divisions of the SEIU. Resolutions drawn up by the separate divisions and approved by the full convention reflected this focus.

Its healthcare division, now representing a third of the SEIU's membership, set organizing as its top priority and proposed to target one new city a year for a major drive to organize home health workers.

The public sector unit, the SEIU's largest, will make the South a special organizing target and is continuing to bring in previously unaffiliated employee associations.

Janitors' campaign

The building service division, the SEIU's original base, has been on the rebound with its dramatic Justice for Janitors campaign and the union sees the momentum continuing.

A diversity of occupations and trades, from jewelry manufacturing to dental laboratories and gas utility workers are represented in the industrial and allied services division, and the SEIU locals there pledged to organize a lot more of them. A special goal is "the new workforce of women, minorities and new immigrants."

The clerical division, which includes the 9to5 National Association of Working Women, will seek to expand its private-sector foothold, press new areas of collective bargaining and launch an associate membership program.

Sweeney told the 800 delegates to the SEIU's 19th convention that he sees "a massive resurgence in unionization."

It will take place, he predicted, "among unskilled workers who have been passed over by technology as well as among professionals whose careers have been cheated by technology . . . among women who will bring new leadership to labor, as well as men dislocated from factory to office, store or hospital floor."

Future members

And it will occur, he added, "among workers who never thought they could belong to a union as well as among workers who never thought they needed one."

AFL-CIO Sec.-Treas. Thomas R. Donahue, a former first vice president of the SEIU, noted that the union has demonstrated its organizing effectiveness by having rolled up the highest win ratio in NLRB elections each year since 1977.

The continuing challenge, Donahue said, "is to agitate, educate and organize until we have not only restored the strength of the trade union movement, but enlarged it and made it the wholly effective instrument for social justice it was meant to be."

Some 70,000 SEIU members are from Canada, and convention speakers included Canadian Labor Congress President Shirley Carr and presidents of several provincial CLC bodies.

Delegates unanimously voted new four-year terms to Sweeney and Sec.-Treas. Richard W. Cordtz. The SEIU leadership team was first elected at the union's 1980 convention.

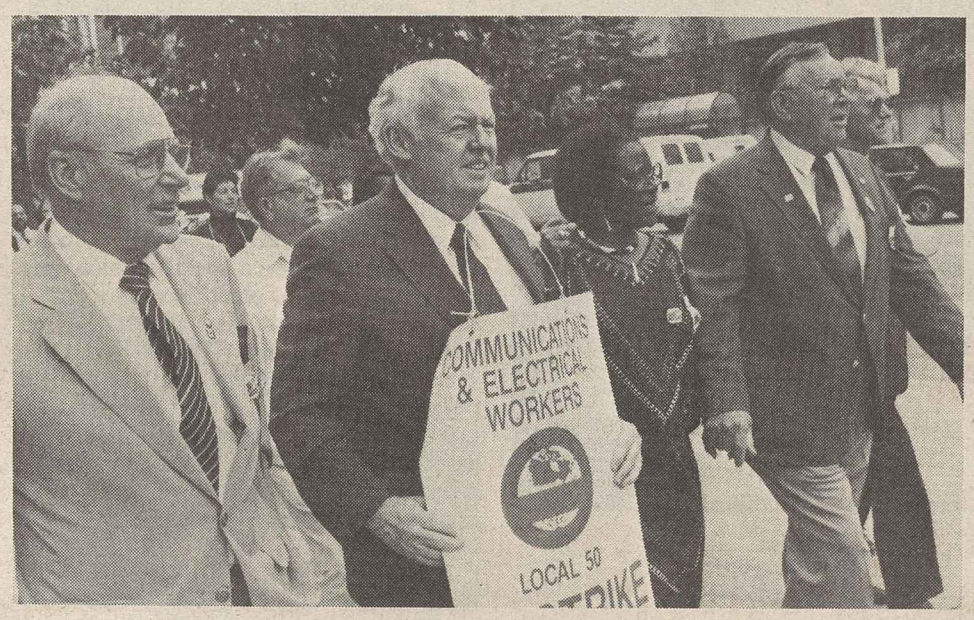
Per capita increase

The convention also approved a phased-in per capita increase that will raise the present $3.80 level to $4.20 next January and in three further steps to $4.95 in 1992. The per capita for retired members was dropped from $2.55 to $1.25 and a per capita for associate members was established at $1 a month.

Delegates also approved a range of policy resolutions, including one that noted the opposition of both the U.S. and Canadian trade union movements to the Free Trade Agreement reached by President Reagan and Prime Minister Mulroney.

Resolutions on political action urged COPE contributions, and involvement of SEIU locals in state and federal legislative activities. For Canada, it reiterated the union's support of that country's New Democratic Party.

Trade union solidarity across national borders was emphasized when delegates from both countries joined a picket line of striking Bell Telephone workers. The marchers included a convention speaker from a black South African union, Mary Ntseke, general secretary of the Brushers & Cleaners Union.



SEIU convention delegates join striking Canadian Bell System workers on Toronto picket line. From left, SEIU Vice President Ted Roscoe, President John J. Sweeney, Gen. Sec. Mary Ntseke of South Africa's Brushers & Cleaners and SEIU Sec.-Treas. Richard W. Cordtz.

SAG's Patty Duke resigns top office

Hollywood, Calif.—Screen Actors President Patty Duke resigned June 15 from the post she had held for two-and-a-half years to produce a television movie based on her autobiography, "Call Me Anna."

First Vice President Barry Gordon assumed the her duties as provided for under the constitution. He will serve as acting president until the union's board of directors, at its annual plenary meeting in December, elects a permanent replacement to complete the term throughNovember1989.

SAG's constitution states that no officer or board member may hold a production interest while in office, so Duke resigned to avoid a possible conflict of interest.

Noting that she will be working with performers in a new capacity, Duke said, "thanks to the Screen Actors Guild, I will be an enlightened producer. The support of the membership has been generous and rewarding. I will miss serving them."

Her action is not without precedent as past SAG presidents Robert Montgomery and Ronald Reagan resigned to become producers in 1947 and 1960 respectively.

Frank McGrath dies, headed COPE region

Harrisburg, Pa.—Frank McGrath, the AFL-CIO's COPE Region III director, died of a heart attack in Fredericksburg, Va., on July 6. He had been meeting with seven district COPE representatives.

McGrath, 64, has been on the national COPE staff since 1967, and was responsible for a region that includes Delaware, Maryland, Pennsylvania, Virginia, West Virginia, and the District of Columbia.

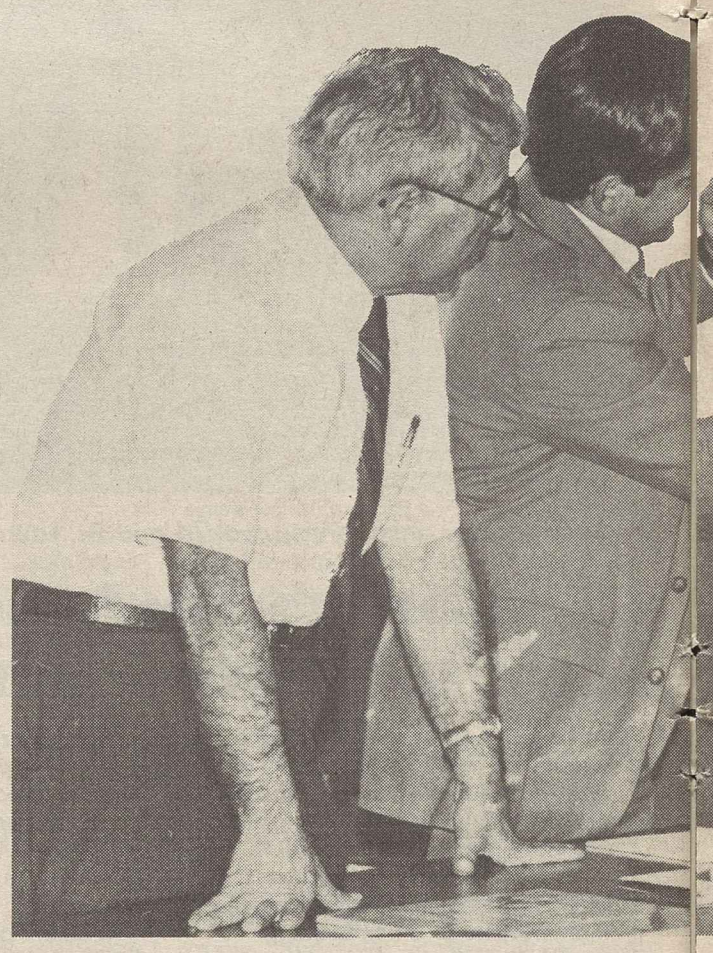
AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue in a letter to his wife Pauline said McGrath devoted himself to the cause of working people and was instrumental in bringing union members into the political process. The COPE programs he helped set up "are among the best in the labor movement."

McGrath joined Meat Cutters Local 590 in Pittsburgh in 1947, was a shop steward, local officer and international union organizer, and served as president of the Central Westmoreland AFL-CIO.

Besides his wife, he is survived by three daughters and four sons. Funeral services were set for July 11 at St. Catherine's Catholic Church in Harrisburg.

EXTENDING UNIONISM

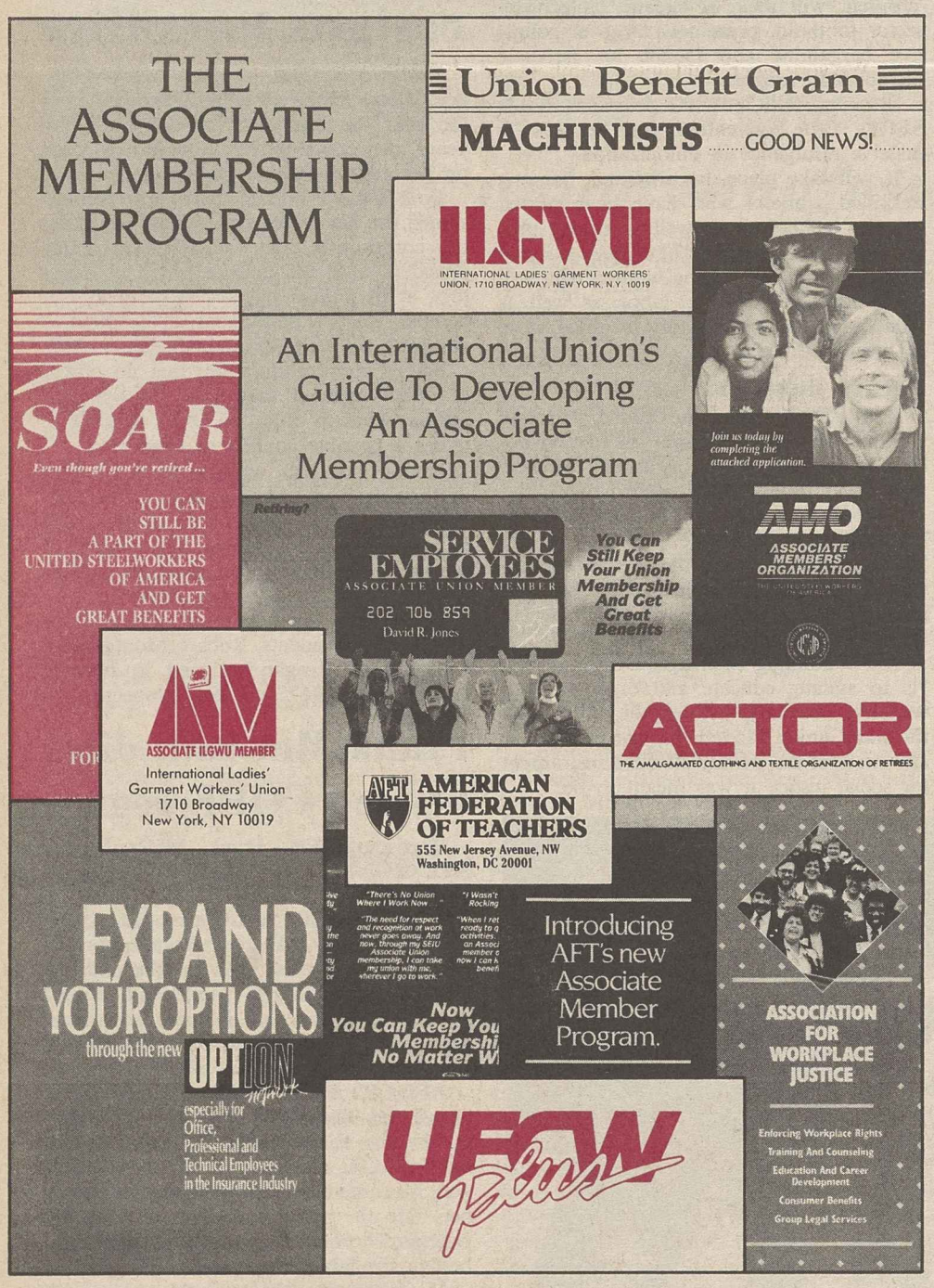
From the Workplace to the Marketplace



It started out as a reduced-interest credit card program two years ago—and today, 1.2 million credit cards later—the Union Privilege Benefit Programs (UPBP) has four more programs already developed and a host of others on the drawing board.

The program is committed to extending unionism from the workplace to the marketplace and to add impact to the way a union serves its members.

And, the combined buying power of the 14 million members of the AFL-CIO make the programs possible.



Ray Denison, UPBP president, thinks the legal, travel, life insurance and associate membership programs being offered have benefitted and grown because of the "quality of the benefits and the confidence members place in the record of their union leaders."

"The UPBP Master Card program, for example, means annual savings of over $50 million in interest and fees," he says. Seventy-one AFL-CIO affiliates have offered the Master Card plan to members.

Moreover, the UPBP's Legal Service, with 51 participating unions, has now become larger than all the other legal plans in the U. S. combined, covering 25 million AFL-CIO members and their families. Better yet, in over 74 percent of the contacts with an attorney, the member has not been charged a fee.

The Associate Member Program

The UPBP program that may eventually have the biggest, most far-reaching impact is the newest: an associate membership program that permits the union movement to reach out to workers who are not employed in an organized bargaining unit.

Nineteen unions have signed up—and three are participating in model organizing programs that are exploring new ways to expand the benefits of unionism.

AFL-CIO President Lane Kirkland has described the associate membership program as a way to achieve membership growth—the objective of UPBP programs.

Federation Sec.-Treas. Thomas R. Donahue calls the associate membership program the "backbone" of labor's effort to "build our unions and enhance labor's influence in the nation's economic and political life."

Denison says that an Associate Member Working Group and an Associate Member Task Force have been organized to exchange information on the lessons learned from the model programs now under way.

The models currently being tested address three areas of potential membership growth—among workers in unorganized industries where, because of circumstances, it is unlikely they will have the opportunity to join a union with traditional collective bargaining rights; among persons who are former members of a specific union who because of layoffs, plant closings or other reasons are currently without union representation; and for workers who expressed interest in joining despite a failed organizing attempt. In this situation, the unions have an option of maintaining an associate member program indefinitely or returning at a later date to conduct a traditional organizing campaign with a collective bargaining contract as the goal.

In one model program, the Communications Workers have created the Delaware Bank Employees Association (DBEA), appealing to the 14,000 bank workers in Delaware. DBEA offers members the opportunity to take advantage of the Union Privilege programs, and to receive the association's publication, "DBEA Banknotes." DBEA is designed to bring a program of benefits and assistance to workers whose workplace circumstances are unlikely to bring about traditional collective bargaining.

Other unions working on model associate membership programs include the Service Employees and the Food & Commercial Workers, both of which have designed programs to reach out to former members.

The Steelworkers also have a model program in place, aimed at union supporters in a failed organizing effort.

In addition, the AFL-CIO is spearheading special projects among immigrant workers in the Los Angeles area and among East Coast Blue Cross/Blue Shield workers.

Other unions that either have associate membership programs in place or about to begin include the Office & Professional Employees, the Flight Attendants, the NFL Football Players Association, the Machinists, the Utility Workers, the Teachers, the Clothing & Textile Workers, the Ladies' Garment Workers, the Air Line Pilots, International Union of Police Associations, Maintenance of Way Employees, the Mail Handlers division of the Laborers, Electronic Workers and Amalgamated Transit Union.

Typically, dues range from $1 to $10 a month, as determined by the union.

Credit Cards: A 'Smashing' Success

Since the credit care program began in February 1986, 11 million members of 71 AFL-CIO unions have been offered a chance to participate in the program.

The average response rate was 15 percent, and the average number of members receiving credit cards was 10.2 percent—making it the most successful promotion in the history of credit cards.

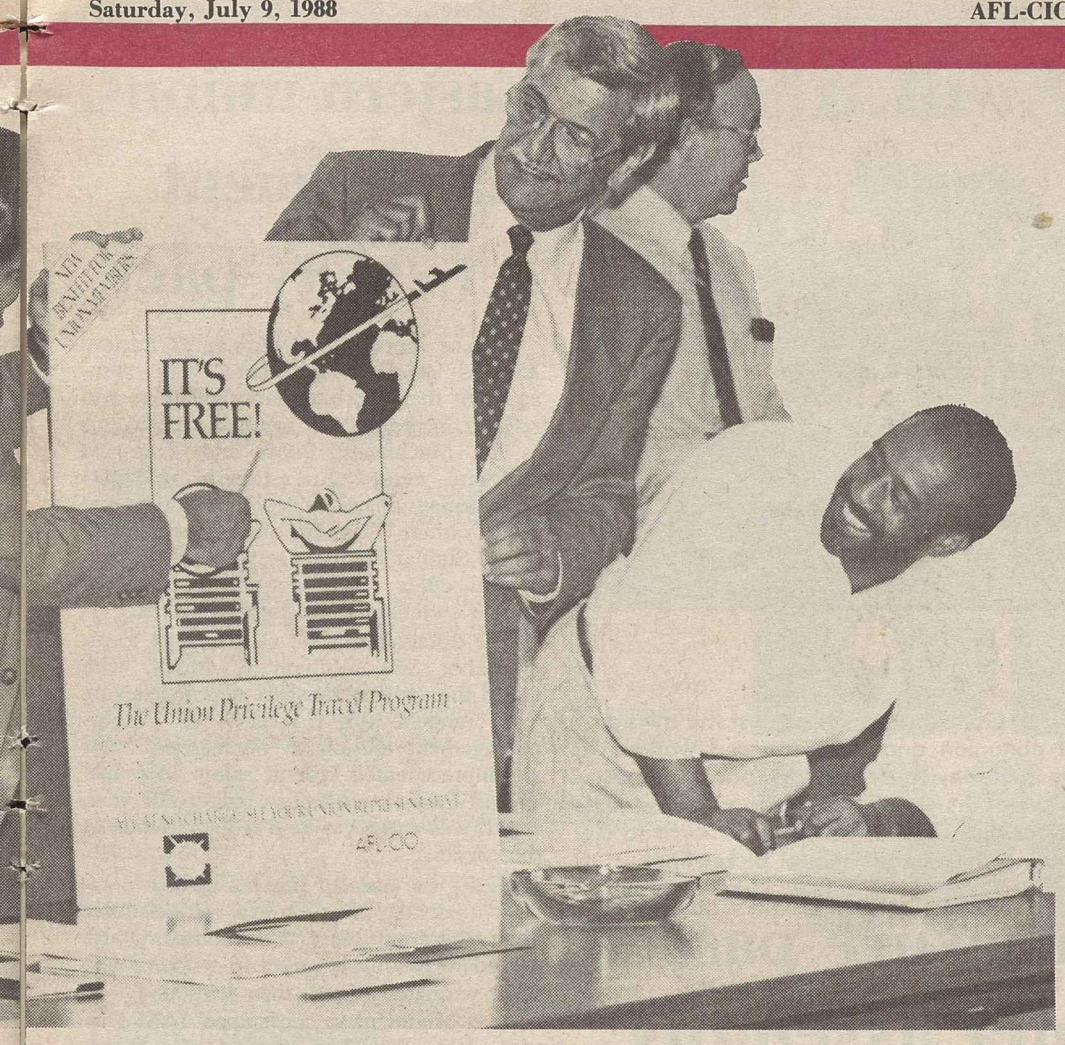
As many options and values as possible are built into every program the UPBP offers, and the credit card program is a prime example. The card offers skip payment options and no liability for lost or stolen cards, among other benefits.

Denison says an innovative "starter" credit card program is about to be launched, aimed at the young who may be denied credit because they haven't yet built up a credit history.

The two-year starter credit card program will be offered to applicants 18 or older whose income is $10,000 (or who has an income of $10,000 or more with a joint applicant) and who either have a short credit history or an insufficient credit history. The credit line will be $1,000.

The program will be monitored for two years, after which a determination will be made to continue, revise or discontinue the program.

Plans call for a member who maintains a satisfactory credit history and who remains a member of the union to "graduate" into the UPBP card after two years.



The no-fee concept of the Union Privilege Travel Program was introduced to union liaisons at AFL-CIO headquarters in August 1987. From left, Martin Berger of the Ladies' Garment Workers, TransNational Corporation Vice President Joe Tischler, UPBP President Ray Denison and Charles Bremmer of the Electronic Workers.

Breaking the Legal Barrier

The UPBP Legal Services program, introduced in February 1987, has won consistently high praise among union members who have used the service.

More than 600 lawyers across the nation have undergone a "screening" process and made a commitment in advance to provide free initial consultation and document review services plus substantial fee discounts on complex matters.

There is no annual fee or enrollment cost to the participating union member, although the plan is comparable to plans costing up to $150 per family per year.

"This plan serves a vital need in the lives of many Americans," Denison says, pointing out that a study by the American Bar Association showed that less than a third of the population who need legal assistance actually consult an attorney.

The UPBP Legal Services program overcomes the two biggest reasons individuals fail to seek legal help when they need it: the fear of high bills and the confusion over selecting a competent lawyer.

Attorneys participating in the program are considered "union friendly," having been screened in advance.

And, while many services are free to union members, in those cases where fees are required, the fees are clearly spelled out, and members receive a 30 percent discount from the attorney's regular hourly rates.

Follow-up surveys are conducted among members who have used the program enabling UPBP to monitor the level of service members are receiving.

Of those surveyed, 96 percent rated the quality of advice they were given as "excellent" or "good," and 92 percent rated the program as "very valuable."

Under the program, a variety of free services are provided as well as substantial discounts for more extensive legal services.

Surveys and evaluations show that union members have used the legal plan for a variety of reasons: wills and estates (16 percent); family law (16 percent); real property (15 percent); personal injury, including worker's compensation (12 percent); consumer matters (10 percent); criminal or juvenile offenses (10 percent); other legal matters (16 percent), and other non-legal matters (7 percent).

Members of participating unions who seek an attorney should either contact their union or the Union Privilege Benefit Program by calling (202) 662-1990 or by writing 815 15th St., N.W., Washington, D.C. 20005.

Spotlight on Travel

UPBP introduced the travel program in August 1987 and 39 unions are already sponsoring the plan.

More than 30,000 members of the participating unions have signed up for the free service that guarantees the lowest available airfares on scheduled airlines at the time of booking—or, the member gets a refund.

In addition, over 300,000 copies of the Union Privilege Travel Magazine have been distributed to members interested in low-cost, high-quality travel opportunities.

The newest benefit of the travel program is a special discount on cars rented from Hertz. Members of participating unions can reserve a car through the Union Privilege Travel Service by calling a Hertz desk directly, or through their local travel agents.

Low-Cost Life Insurance

The UPBP introduced the life insurance program in August 1987, and the first mailing was undertaken in March of 1988. At this point, 22 unions with more than six million members are participating.

Features of the program are that no medical exams are required and every member, from the ages of 18 through 79, is guaranteed protection, within certain plan limitations.

Members also receive group rates that are far more affordable than other plans that are offered on TV or advertised by direct mail—fully 25 percent lower than other plans reviewed by UPBP.

Another aspect of the Union Privilege Life Insurance coverage that is especially important to union members is the unique strike, layoff and lockout benefit waiver.

Coverage for a spouse and children is also available and is proving to be popular.

In this program, as with the credit card program, a direct mail package will be sent to each member of a participating union.

The first mailing went to members of the first unions to subscribe: the Electrical Workers, Oil & Chemical Workers, Pattern Makers, Flight Attendants, Ladies' Garment Workers, Machinists, Service Employees, Steelworkers and the AFL-CIO.

The program is already being judged a success, based on the fact that over $500 million worth of coverage was issued in the first four weeks of the offer.

New Offerings Being Studied

Denison says that a great deal of study goes into each program before it is introduced, in order to overcome problems in advance.

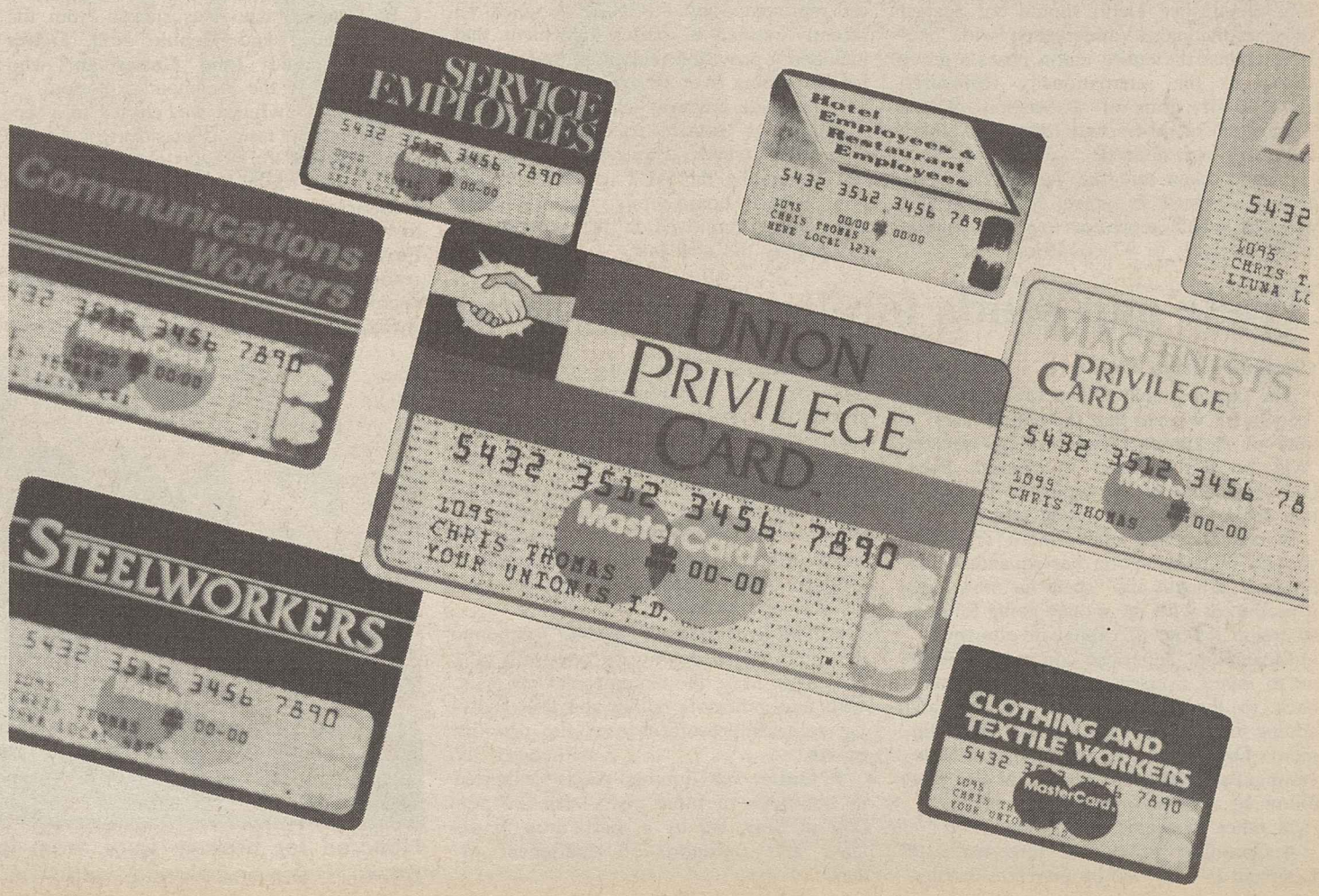
"We very much want union members and associate members to be pleased and to feel positive about these programs.

"We're not trying to sell anything. We're simply trying to offer good benefits," he explains.

Potential new programs are currently being researched and negotiated by Denison and other members of the UPBP staff, including:

- a health insurance program. Several program possibilities lie ahead: a short-term group plan for unions on strike; coverage for members who have been laid off, those who choose early retirement, or those who are without coverage for any reason; catastrophic medical protection; long-term health care coverage; a medicare supplement, and a dental and vision plan;
- a prescription health care plan;
- auto/homeowners insurance;
- financial services, including savings and investment possibilities, mortgage programs and unsecured loans by mail;
- discount buying services;
- an auto towing service;
- a books-audio-video service;
- a tax preparation service;
- disability insurance;
- social security information which, for a fee, would provide a computer generated report of an individual's status within the Social Security system and include a projection of future benefits in an understandable format;
- an insurance registration service, enabling union members to be assured that insurance benefits are paid to their beneficiaries. (Millions in unpaid claims lay dormant each year because family members are not aware of insurance policies), and
- funeral arrangements (UPBP plans to research the possibility of finding a network or association of funeral directors with a goal of exploring a service for pre-arranged funeral services).

Denison emphasizes that these programs are either in the early research and/or negotiation stage and none are yet available to unions or union members.



Coalition wins 376-23 vote on fair housing

Continued from Page 1

who violate the law as well as order payment of damages to victims of discrimination.

Before the bill came to the House floor, a compromise that assured passage by a veto-proof margin was worked out by Rep. Don Edwards (D-Calif.), the bill's chief sponsor, and Rep. Hamilton Fish Jr. (R-N.Y.), ranking Republican on the Judiciary Committee and a leading co-sponsor of the legislation.

As incorporated in the House-passed bill, it allows either party to a dispute to choose a jury trial in federal district court instead of an administrative law judge proceeding. In such cases, HUD would bring the suit on behalf of the individual or family alleging discrimination.

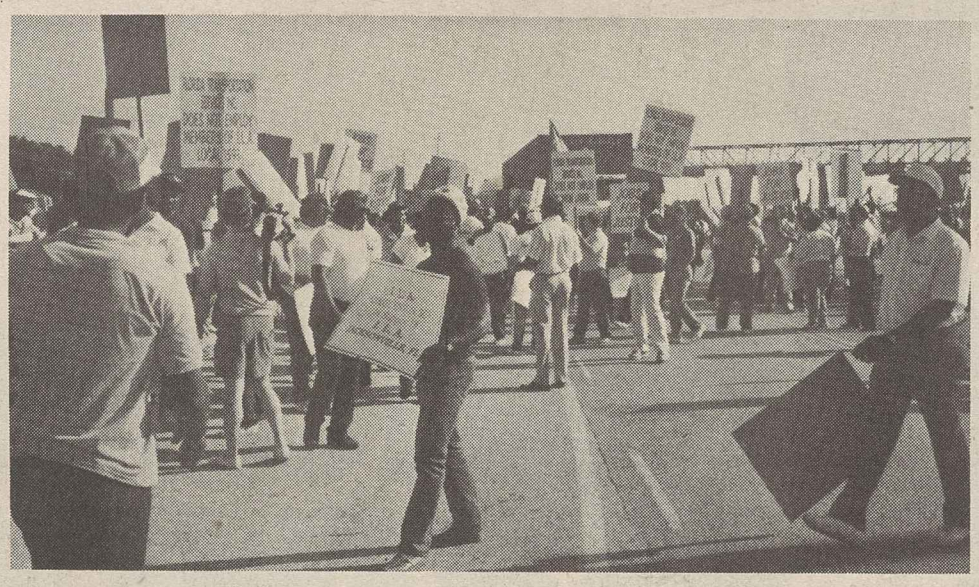
The measure adds to the existing discrimination ban a prohibition against denial of housing because of handicap. It also requires that 30 months after enactment of the legislation, new multifamily construction must meet federal standards to allow access and use by handicapped persons. The requirement applies to housing with four or more units, but only covers ground-level units in structures that do not have elevators.

Protection expanded

Anti-discrimination protection is extended to families with children under 18, except in housing specifically designed for older persons.

The only substantive change adopted by the House was an amendment to bar housing discrimination based on pregnancy. It was sponsored by Rep. Bob Dornan (R-Calif.), who said one of his goals was to establish a legal status for a fetus.

The House-passed bill is being held temporarily at the presiding officer's desk in the Senate, a procedure that allows the possibility of direct Senate floor action without committee consideration.



On the march

Longshoremen from the Atlantic and Gulf Coast ports protest the award of a military contract that allowed nonunion and inexperienced workers to unload sensitive military cargo in Jacksonville, Fla.—work previously done by ILA members. Nearly 700 ILA members set up informational picket lines on the docks, then joined with more than 700 unionists in a march to city hall. The ILA members are continuing their informational picket lines.

Agency shop measure passed by Pennsylvania assembly

New law covers state, school employees

Harrisburg, Pa.—A labor-sought bill to authorize unions representing state and school employees to negotiate an agency shop cleared the legislature and will be signed into law by Pennsylvania Gov. Robert P. Casey (D).

Its enactment had been fought bitterly by Pennsylvanians for Right to Work, which conducted a massive, costly and unsuccessful lobbying effort to sidetrack the measure.

Nearly half the states allow some form of union security for public workers, but Pennsylvania had been among the holdouts. Until now, union security agreements have been prohibited by state law.

The new legislation allows state agencies and school boards to negotiate agency shop agreements under which nonmembers are required to pay a fair share fee of a union's bargaining and representation costs. It passed the House, 112-69, and the Senate by a 28-22 vote.

Public-sector unions and their members lobbied hard for the legislation, and the Pennsylvania AFL-CIO said their campaign was actively supported by all of the federation's unions.

17-year fight

AFSCME President Gerald W. McEntee termed passage the culmination of a 17-year battle to assure that workers represented by a union share the responsibility as well as the rewards.

Some 45,000 Pennsylvania state employees represented by AFSCME Council 13 recently ratified a master agreement that included a provision reopening the contract for bargaining over an agency shop whenever the state law was changed.

The news brought cheers also in San Francisco, where Pennsylvania teachers were attending the AFT national convention. School board employees, including occupations employed in the schools, are covered by the new law.

Passage was welcomed also on the picket lines put up by PSSU—a Service Employees affiliate which represents some 12,000 state workers, mostly professionals in institutions, welfare offices and employment services.

The union struck, an action which is legal for public workers in Pennsylvania, when contract talks stalled.

Now, a spokesman said, union negotiators will have another issue for bargaining sessions that were scheduled to resume July 8.

As in the past, the "right-to-work" group had the support of major state business lobbies in fighting to keep the union shop ban. But this time, its efforts fell short.

Eastern unions, management set safety pact

Unions representing workers at Eastern Airlines reached an accord with management that addresses labor relations and safety concerns at the troubled carrier.

The Machinists, Pilots and Transport Workers agreed to establish a labor-management master safety committee that will examine disputes over safety procedures. Similar committees will be set up in several cities where Eastern operates to handle complaints and local concerns.

The discussions were mediated by former Labor Sec. William E. Brock, who called the agreement a first step in relieving "an unbelievable level" of labor-management tension at the carrier. After an unprecedented federal safety investigation of Eastern operations earlier this year, Brock was named to help reduce friction at the carrier.

Under the accord, Eastern agreed to review a backlog of grievances and discipline and arbitration cases. The company also agreed to pay back wages to workers who were wrongfully fired, then reinstated.

At a Miami news conference, IAM District 100 President Charles E. Bryan stressed that the key to the accord was compliance, coupled with oversight by Congress and federal regulatory agencies.

Safety concerns

He said the most significant part of the agreement is that pilots, mechanics and flight dispatchers can freely report unsafe conditions without fear of harassment.

Sec.-Treas. Judy Coughlin, whose TWU local represents 7,000 Eastern attendants, called the agreement "a union victory." But she stressed that the unions had concerns in addition to safety, including the resolution of grievances.

ALPA called the agreement "a first step toward rebuilding the broken lines of communications" but added that the accord "does not include provisions for resolving other issues which have led to widespread employee unrest."

ICFTU denounces Justice Dept. suit

"Unions should be controlled by their members, not by governments," the general secretary of the International Confederation of Free Trade Unions said in protesting the Justice Dept. attempt to place the Teamsters under federal trusteeship.

In a messages to President Reagan and top Administration officials, John Vanderveken expressed the ICFTU's concern at an apparent departure from the U.S. commitment to freedom of association as "a fundamental building block of a free and democratic society."

If there is evidence of wrongdoing by officers of the Teamsters or any other union, the Justice Dept. should act against those individuals, Vanderveken said. "Action against the entire union poses a grave threat to the internationally recognized right to freedom of association of the Teamsters' members and indeed all union members," he stressed.

Vanderveken said the Justice Dept. action is a cause of grave concern to the ICFTU, which represents over 87 million trade unionists in 97 countries.

Unionists in the news

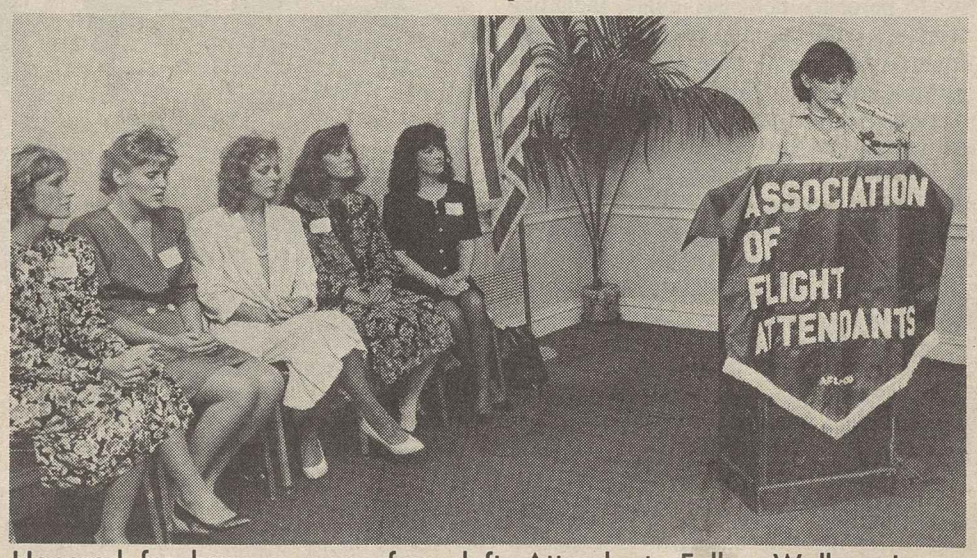
The Flight Attendants honored 10 members, including four posthumously, who were involved in recent airline accidents and emergencies. Honored at a reception were attendants **Michelle Honda, Amy Jones-Brown** and **Jane Sato-Tomita** who were aboard an Aloha Airlines flight when the fuselage ripped open in mid-air; **Kim Walker** who survived the crash of a Horizon Air plane, and **Francesca Falbo** and **Susan Fuller** who were on a Piedmont Airlines flight when an engine exploded. Honored posthumously were attendants **C.B. Lansing** who was sucked from the Aloha plane, and **Debbie Neil, Debra Vuylsteke** and **Julie Gottesman**, who were killed in the Piedmont explosion.

Colleen Dewhurst was elected to a second three-year term as president of Actors' Equity. Other top officers elected are: **Patrick Quinn, Mary Lou Westerfield, Arne Gundersen**, and **Werner Klemperer** as the first through fourth vice presidents; **Conrad Fowkes**, treasurer and **Lynn Archer**, recording secretary. **Alan Eisenberg** was reappointed executive secretary.

Sandra Feldman, president of the United Federation of Teachers in New York, received the Social Democrats U.S.A.'s 1988 Eugene V. Debs Award for her commitment to labor justice, educational advancement and her spirit of innovation and activism. The award was presented at a testimonial dinner by AFL-CIO Sec.-Treas. **Thomas R. Donahue.** Also addressing the dinner was Polish activist **Irena Lasota,** president of the Institute for Democracy in Eastern Europe.

John Edward Cosgrove, 65, a retired legislative director for the AFL-CIO Public Employees Dept., died June 16 at Fairfax Hospital in Falls Church, Va., following a heart attack. Cosgrove was education director for the Iowa AFL before working for the federation from 1955 to 1961. He returned to the PED in 1973 and retired in 1980.

Captain John J. Magee, a member of the **Pilots** who flies for Trans World Airlines, was awarded the Scroll of Merit by the International Federation of Airline Pilots Associations. The scroll honors individual efforts to enhance the airline pilots' profession.



Honored for bravery were, from left, Attendants Falbo, Walker, Jones-Brown, Fuller and Hondo, with AFA President Bianchi-Sand.

Trade gap sends foreign debt soaring

Continued from Page 1

The congressional Office of Technology Assessment warned that the nation faces "a time of reckoning" when foreign sources "will be less inclined to commit ever-increasing amounts of capital to a $4 trillion economy on a spending spree."

Robert Dederick of Northern Trust Co. warned that the nation has squandered its financial strength and "spent far more than it produced, with the money going for consumption instead of capital investment."

Meanwhile, American companies continue to invest overseas, sending their goods back to the United States for sale and adding to debt, Anderson noted. The Commerce Dept. report indicated that U.S. investment abroad grew 19 percent last year, following a 13-percent jump in 1986.

In other economic developments:

- Consumer prices rose three-tenths of 1 percent in May, led by increases in energy and food, the Bureau of Labor Statistics reported, with inflation running at a 4.4 percent pace for the first five months of the year.

Real average weekly earnings fell three-tenths of 1 percent, with the a six-tenths of 1 percent drop on average weekly hours wiping out a seven-tenths of 1 percent increase in hourly wages. The wage indicator dropped by seven-tenths of 1 percent over the year ago period.

- The government's leading economic indicators edged downward one-tenth of 1 percent in May, the Commerce Dept. said, with five indicators falling and four showing some improvement over the previous month.
- Orders for durable goods—expected to last three or more years—fell 2.2 percent in May, led by a sharp drop in defense and transportation equipment orders.

AMERICA'S NEEDS

BLACK WORKERS

Jobs and Justice

Black workers and their families are still searching for their fair share of the American dream.

And blacks are finding—like other Americans—that economic power from a union card and political power at the voting booth help them move faster toward that dream.

A good job that pays a worker a decent living wage is still the best route for black workers and their families to move into the economic and social mainstream of American life.

Unfortunately, in spite of the progress in the last 25 years, many black Americans still suffer heavy burdens of discrimination.

Unfortunately, the Reagan Administration continues to resist and weaken and undermine civil rights achievements of the past and to oppose progress needed in the civil rights arena.

Union Membership

Black workers get big benefits from union membership.

The median weekly earnings of full-time black workers who are represented by unions are 47 percent higher than the median weekly earnings of non-union black full-time workers.

In 1987 there were 19 million American workers represented by unions. This was 19 percent of all employed workers.

Black union members made up 2.8 million of the total represented by unions. This 2.8 million total was 26 percent of all employed black workers.

High Unemployment

For the last 30 years the unemployment rate for black workers has been at least twice the general jobless rate. And it's true today, with blacks at 12 percent unemployed.

One out of three black teenagers in the labor force is unemployed—while only one out of eight white teenagers is jobless.

Many black teenagers don't even enter the labor force to look for a job. If black teenagers had the same labor force participation as white teenagers and thus were counted as jobseekers, another 100,000 black teenagers would be added to the present 300,000 jobless black teenagers in the official unemployment statistics.

One-Third in Poverty

Poverty hits both black and white—about 32 million Americans and 7 million families in 1986. But nearly one out of every three black families is in poverty compared to one of nine families in the general population.

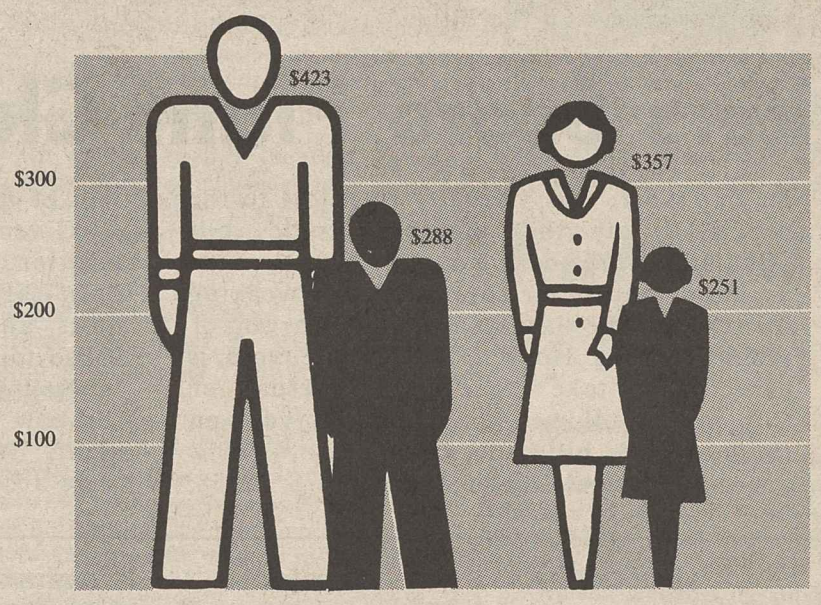
The updated poverty line for a family of four in mid-1988 is $12,000 a year. It takes a minimum of $5.75 an hour on a full-year full-time job to keep a family of four out of poverty.

But a full-year, full-time job at the federal minimum wage of $3.35 an hour produces annual income of less than $7,000.

So one out of 15 black families was in poverty in 1986 even with a family householder working full-time all year. Raising the federal minimum wage would help these families of the working poor. If the black family has a working household head who does not have a full-time year-round job, the odds on the family being in poverty go up to one in three.

Racial discrimination in various forms makes a significant contribution to the disproportionate number of blacks in America's poverty underclass. And efforts to overcome discrimination must be included in the nation's attack on poverty.

BLACK FULL TIME WORKERS
UNION AND NONUNION MEDIAN WEEKLY EARNINGS, 1987



Family Income

Black families in aggregate have made little or no progress in real family income since 1978—and in many situations are worse off now than they were in 1978.

Black median family income in constant buying power (1986 dollars) was $18,300 in 1978 and was $17,600 in 1986, the most recent year for which information is available. Even black married couples with husband and wife in the labor force suffered income declines during the Reagan years.

As real median family income generally went down from 1978 to 1986, black median family income went from 62 percent of the overall median to 60 percent.

Both the overall family income decline and the black family income decline reflect the negative effects of the Reagan Administration's tax and spending policies—the Administration's attack on social programs that help people in need.

Education and Training

A recent report from the Commission on Minority Participation in American Life points out that more blacks are graduating from high school but fewer are going on to college. And blacks who go on to college are less likely to complete college degree programs or to go on to graduate school, the report noted.

Reagan Administration cuts in funds for education and training and job programs have contributed to the lack of improvement in black economic and social conditions.

By the year 2000, one-third of the young people entering the workforce will be minorities. With intense world competition, America cannot afford an undereducated workforce.

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Richard I. Kilroy
William H. Bywater
John T. Joyce
Larry Dugan Jr.
Gene Upshaw
Jack Sheinkman
Jackie Presser
Edward T. Hanley
William W. Winpisinger
Wayne E. Glenn
James E. Hatfield
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Robert A. Georgine
Jay Mazur
John J. Barry
Sigurd Lucassen

AFL-CIO LEGISLATIVE ALERT!

Business Groups Target Compromise Wage Increase Bills

House And Senate Minimum Wage Bills Ready

On June 29, the Senate Labor and Human Resources Committee voted 11-5 to approve new minimum wage legislation. As reported, S. 837, the Minimum Wage Restoration Act, would raise the wage floor to $4.55 an hour by 1991.

"This moves the legislation into a strong position to go to the floor," said the bill's chief sponsor, committee Chairman Edward Kennedy (D-MA).

The Senate bill, like the labor-supported Ridge-Robinson amendment in the House, would raise the minimum wage by $1.20 in three 40 cent increments -- to $3.75 on January 1, 1989, $4.15 on January 1, 1990 and $4.55 in 1991. Both would also raise the threshold for small business exemptions under the Fair Labor Standards Act to $500,000.

However, even these modest adjustments are being opposed by the business community. Killer amendments are expected to be introduced in both the House and the Senate. These will include efforts to lower the amount of the increase even further, and an attempt to legislate a two-tier wage system with a bogus "training wage" amendment.

Because the House is expected to vote on the new plant closing and trade bills this week, neither the House or the Senate is expected to act on the minimum wage until late July or August, after the recess for the Democratic convention.

What You Can Do: Contact both of your senators and your representative. Ask them to support the new, compromise version of S. 837 and H.R. 1834, and to oppose any efforts to weaken these bills.

Senate Funding Bill Would Protect Pension Assets From Corporate Raids

Between 1980 and 1987, U.S. businesses scrapped sound, well-funded pension plans and walked off with more than $18 billion in assets not needed to cover retirement benefits already promised to employees.

"Companies have turned their pension plans into corporate piggy banks," is how Sen. Howard Metzenbaum (D-OH), chairman of the Senate Labor and Human Resources Subcommittee on Labor, describes it.

To put an end to this type of looting, Sen. Metzenbaum and Rep. Bill Clay (D-MO) introduced legislation to suspend a company's ability to pocket these "surplus" assets, and jeopardize its employee's long-term economic security.

This moratorium on pension raids has been added to the Senate's version of the Labor-HHS Appropriations bill, H.R. 4783.

This pension provision would require employers who terminate overfunded pension plans within the next year either to distribute the surplus funds to workers and retirees or to put the assets into an escrow account. That would give Congress time to decide how to deal with efforts of companies to get at this money.

H.R. 4783 could come to the Senate floor at any time. When it does, business groups will try to have the pension provision dropped from the bill. If the bill has not been voted on by the time you read this *Alert*, please call your senators' local offices and urge that they vote to keep the moratorium on "pension termination reversions" in the bill.

Roll Call: Workers Score Plant Closing Win

Congressional efforts to revive the vetoed plant closing and trade bill began with a resounding victory. On July 6, the Senate gave working Americans another major win by approving S. 2527, a free-standing plant closing bill, by a veto-proof 72-23 vote.

The Senate-passed bill, requiring companies with more than 100 workers to give 60 days written notice of a closing or a major layoff, was virtually identical to the provision of the omnibus trade bill targeted by President Reagan's May veto.

Labor and other supporters are working to achieve the largest possible margin of victory in the House. The House vote is expected to take place on Wednesday of this week, followed quickly by a vote on the new trade bill, H.R. 4848.

An identical trade measure, S. 2558, will be taken up by the Senate quickly.

Given President Reagan's record of opposition, a second veto of plant closing notification is possible. Both of your senators and your representative should be asked to vote to override this veto.

Roll Call: Find your two senators and see how they voted. "R" means they voted right, "W" wrong, and "A" means they were absent.

ALABAMA		**FLORIDA**		**KENTUCKY**		**MISSOURI**		**NORTH CAROLINA**		**TENNESSEE**	
Heflin (D)	R	Chiles (D)	R	Ford (D)	R	Bond (R)	W	Sanford (D)	R	Gore (D)	R
Shelby (D)	R	Graham (D)	R	McConnell (R)	W	Danforth (R)	R	Helms (R)	A	Sasser (D)	R
ALASKA		**GEORGIA**		**LOUISIANA**		**MONTANA**		**NORTH DAKOTA**		**TEXAS**	
Murkowski (R)	A	Fowler (D)	R	Breaux (D)	R	Baucus (D)	R	Burdick (D)	R	Bentsen (D)	R
Stevens (R)	R	Nunn (D)	R	Johnston (D)	R	Melcher (D)	R	Conrad (D)	R	Gramm (R)	W
ARIZONA		**HAWAII**		**MAINE**		**NEBRASKA**		**OHIO**		**UTAH**	
DeConcini (D)	R	Inouye (D)	R	Mitchell (D)	R	Exon (D)	R	Glenn (D)	R	Garn (R)	W
McCain (R)	R	Matsunaga (D)	R	Cohen (R)	R	Karnes (R)	R	Metzenbaum (D)	R	Hatch (R)	W
ARKANSAS		**IDAHO**		**MARYLAND**		**NEVADA**		**OKLAHOMA**		**VERMONT**	
Bumpers (D)	R	McClure (R)	W	Mikulski (D)	R	Reid (D)	R	Boren (D)	R	Leahy (D)	R
Pryor (D)	R	Symms (R)	W	Sarbanes (D)	R	Hecht (R)	A	Nickles (R)	W	Stafford (R)	R
CALIFORNIA		**ILLINOIS**		**MASSACHUSETTS**		**NEW HAMPSHIRE**		**OREGON**		**VIRGINIA**	
Cranston (D)	R	Dixon (D)	R	Kennedy (D)	R	Humphrey (R)	W	Hatfield (R)	R	Trible (R)	W
Wilson (R)	W	Simon (D)	R	Kerry (D)	R	Rudman (R)	W	Packwood (R)	R	Warner (R)	R
COLORADO		**INDIANA**		**MICHIGAN**		**NEW JERSEY**		**PENNSYLVANIA**		**WASHINGTON**	
Wirth (D)	R	Lugar (R)	W	Levin (D)	R	Bradley (D)	R	Heinz (R)	R	Adams (D)	R
Armstrong (R)	W	Quayle (R)	W	Riegle (D)	R	Lautenberg (D)	R	Specter (R)	R	Evans (R)	W
CONNECTICUT		**IOWA**		**MINNESOTA**		**NEW MEXICO**		**RHODE ISLAND**		**WEST VIRGINIA**	
Dodd (D)	R	Harkin (D)	R	Boschwitz (R)	A	Bingaman (D)	R	Pell (D)	R	Byrd (D)	R
Weicker (R)	R	Grassley (R)	W	Durenberger (R)	R	Domenici (R)	W	Chafee (R)	R	Rockefeller (D)	R
DELAWARE		**KANSAS**		**MISSISSIPPI**		**NEW YORK**		**SOUTH CAROLINA**		**WISCONSIN**	
Biden (D)	A	Dole (R)	W	Stennis (D)	R	Moynihan (D)	R	Hollings (D)	R	Proxmire (D)	R
Roth (R)	R	Kassebaum (R)	R	Cochran (R)	W	D'Amato (R)	R	Thurmond (R)	W	Kasten (R)	R
								SOUTH DAKOTA		**WYOMING**	
								Daschle (D)	R	Simpson (R)	R
								Pressler (R)	W	Wallop (R)	W

AFL-CIO news

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UNION YES

Workers win on plant closing

286-136 House vote sends fairness measure back to Reagan

By David L. Perlman

The House joined the Senate in sending an election year message of fairness for America's workers, and the AFL-CIO called on President Reagan to finally accept the verdict of Congress and sign the plant closing notification bill into law.

As in the Senate, a substantial bloc of Republicans broke away from the Reagan-Bush position to muster an apparent veto-proof majority. Both the 286-136 House vote and the earlier 72-23 Senate vote for the plant closing bill exceed the two-thirds needed to override a threatened veto. **(Rollcall on Page 2.)**

Advance warning of closings and mass layoffs is "an issue of paramount concern to working people, their families and their communities," AFL-CIO President Lane Kirkland wrote House members before the vote.

He hailed its passage "by a veto-proof margin" as a "strong message" to Reagan to let the bill become law.

Reagan had sought to kill the plant closing notification provision by vetoing the omnibus trade bill that included it.

Reagan ploy backfires

After the Senate last month failed to override the veto, the Administration's allies sought to get Congress to drop the plant closing provision as the price for passage of a widely supported trade bill. Reagan would be willing to sign a toothless "voluntary notification" bill supported by Vice President Bush. But the Administration strategy backfired.

Opinion polls continued to show public support for a plant closing notification law running above 80 percent, and labor's allies in Congress were willing to go to the mat once more.

A trade bill without plant closing provisions but otherwise virtually unchanged from the vetoed bill was introduced in both the House and Seante—with the understanding that it would not be acted on until a separate plant closing bill had been passed.

A number of senators who had voted to sustain the trade bill veto said they did so for reasons other than the plant closing provision. Others were willing to accept minor changes in the plant closing language as a face-saving excuse for supporting a free-standing bill. After weakening amendments were beaten back, the two-thirds margin was reached with votes to spare.

But while all Senate Democrats voted for the bill, the old conservative coalition was still a factor in the House. As it had in other phases of the plant closing and trade battle, the AFL-CIO and affiliated unions mounted a national effort in support of the legislation. A full-page newspaper advertisement the day of

Continued on Page 3

Trade bill assured of speedy approval

A trade bill that gives the next President a job-saving opportunity to bring U.S. exports and imports into closer balance passed the House by a 376-45 vote and should have clear sailing in the Senate.

It has labor's support, even though it's a weaker vehicle than the legislation that America's unions originally sought.

While it "doesn't contain all we desire," AFL-CIO President Lane Kirkland wrote House members, it will help make U.S. goods more competitive.

Some of the bill's provision, such as renewed authority for trade negotiations, were sought by the Administration. Others, including a mandate to retaliate against "unjustifiable" trade practices by other nations, were reluctantly agreed to.

For the Reagan White House, the saving grace of such provisions as power to retaliate against denial of internationally accepted worker rights and foreign cartels is the "flexibility" that allows the President not to do so.

But with a lame-duck Administration in its final months, Congress is legislating for the future.

The bill reauthorizes and strengthens the trade adjustment assistance program for workers who lose their jobs because of imports. It's a program the Administration wanted to abolish entirely. It also speeds up the timetable for action by the International Trade Commission on industry petitions for temporary import curbs.

Bentsen's key role

In putting together the final package, perhaps the most influential voice was that of Senate Finance Committee Chairman Lloyd Bentsen (D-Tex.), who the day before the House vote was tapped as the chosen running mate of Democratic presidential contender Michael Dukakis. On the House side, Ways & Means Chairman Dan Rostenkowski (D-Ill.) was the chief negotiator.

Despite three years of effort that went into the shaping of the bill, starting in the previous Congress, it came close to being derailed by Reagan's veto. But the passage of the plant-closing provision as a separate measure paved the way for re-enactment of the other provisions of the vetoed trade measure.

Reagan had objected to several provisions in addition to the plant closing section, but the trade bill's congressional sponsors gave way only on language affecting Alaskan oil. Otherwise the vetoed measure passed the House intact.

MEMO FROM COPE

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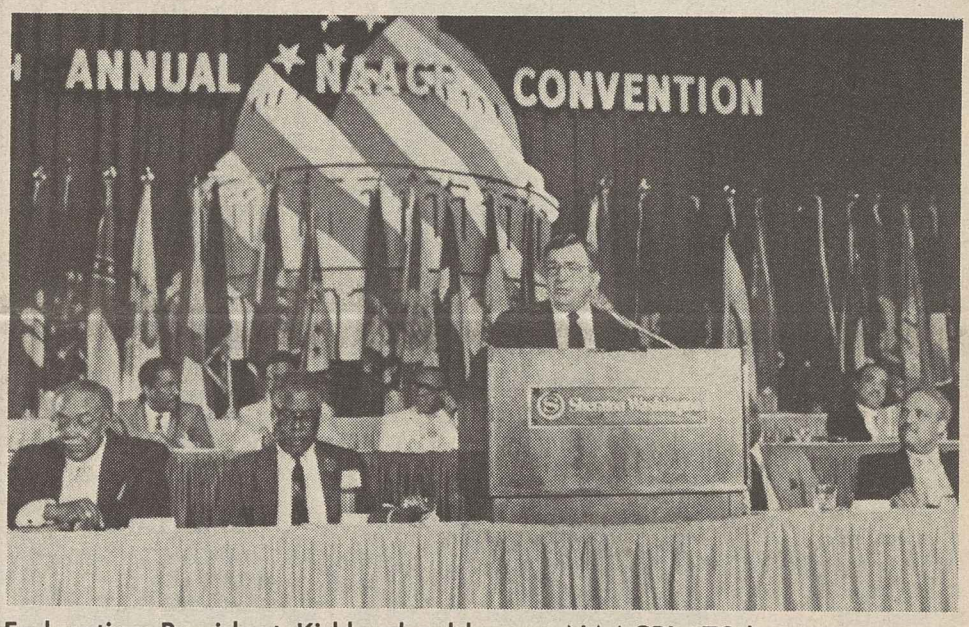

Federation President Kirkland addresses NAACP's 79th convention in Washington. At right is association Executive Director Benjamin Hooks.

Kirkland hails achievements of labor-civil rights alliance

By Candice Johnson

The partnership between the civil rights movement and organized labor—"standing shoulder to shoulder"—has changed America, AFL-CIO President Lane Kirkland told the NAACP convention.

Kirkland reviewed the progress made in bolstering human rights over the past quarter-century, stressing that together, labor and civil rights groups "declared war" on the policies of racism and segregation and forever changed the nation.

That progress "didn't just happen," Kirkland said, but came about "because of a collective commitment to change America" and because of the efforts of "people like you."

While that quarter-century of struggles and ultimate victories represent some of the best of times in human rights, "the years of the Reagan presidency represent some of the worst of times," he declared.

"Ronald Reagan rode into Washington and pronounced that government was the problem. After witnessing the disintegration of this Administration in appalling corruption, massive deficits and squandered op-

Continued on Page 6

NLRB switches on hospital units

Proposed rules modified after unions voice objections

The National Labor Relations Board has modified its proposed rules for hospital bargaining units to meet objections raised by the AFL-CIO and unions representing health care workers.

At issue is the number and composition of bargaining units in one of the most fertile areas for union organizing. It's an issue that has seen the NLRB veer from side to side, reflecting the changing composition of the board.

Hospital managements favor the fewest possible units, aware that it's generally more difficult for a union to win majority representation in a large unit of disparate groups of workers.

Not surprisingly, unions in the health care field want to keep open the option of smaller units made up of workers with a "community of interest," the test the NLRB has generally used in other fields of employment.

Back and forth

A case that has bounced back and forth in the administrative and judicial process reflects the labor board's switches on the makeup of bargaining rights. It dates from 1980, when Electrical Workers Local 474 won a representation election for a unit of 43 maintenance employees at St. Francis Hospital in Memphis, Tenn.

The hospital's management refused to bargain, challenging the bargaining unit as inappropriate. A 3-2 NLRB decision in 1982 upheld the union and identified seven "potentially appropriate" bargaining units at health care facilities on the basis of community of interest.

That ruling, known as St. Francis I, found three Carter Administration hold-

Continued on Page 3

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7/16/88

ILWU members approve affiliation

San Francisco—Members of the International Longshoremen & Warehousemen voted by a 3-1 margin in a union-wide referendum to affiliate with the AFL-CIO, ILWU President James R. Herman announced.

Federation President Lane Kirkland was authorized by the Executive Council in May to charter the union when it formally applies for affiliation.

The 55,000-member ILWU, which would become the federation's 91st affiliate, represents workers on the West Coast and in Hawaii in its longshore, warehouse, agriculture, general trades and tourism divisions.

Herman said in announcing the referendum tally, "What this is all about is unity. In these difficult and challenging days, our greatest strength lies in solidarity and common purpose of all American workers."

The ILWU and the AFL-CIO and its affiliates, for many years, have "worked closely together in many areas. Our goals are identical. This formal affiliation will strengthen that bond.

Describing the planned affiliation as "a historic turning point for all of us," Herman said that "it will provide concrete support to the members of our union and we expect to make some real contributions in return."

The ILWU convention last April, acting on the unanimous recommendation of the union's executive board, voted overwhelmingly to put the affiliation question out to a membership referendum.

The election of officers was also on that referendum ballot. President Herman, a member of ILWU Local 34 in San Francisco, won reelection as did Sec.-Treas. Curtis McClain of Local 6 in San Francisco. Both were unopposed. Randy Vekich of Local 24 in Aberdeen, Wash., was elected vice president. He replaces Rudy Rubio who retired after 11 years' service. Members also elected a 13-member executive board.

Jai alai tie

Nashua, N.H.—Professional jai alai players are now sporting the UAW label.

The players voted 389-3 to affiliate their union, formed earlier this year, with the Auto Workers in an election monitored by the American Arbitration Association. The 500 players have been on strike at 14 frontons, or jai alai courts on the East Coast since mid-April.

The UAW wants the owners to "settle the issues" and stop harassing the players. Bargaining priorities include a pension plan, improved disability insurance and working conditions and better pay.

House rollcall vote on plant notification bill

This is the 286-136 House vote on July 13 for the labor-supported bill to require 60 days' advance notice of plant closings and major layoffs.

Right votes for the bill were cast by 232 Democrats and 54 Republicans. Voting wrong were 16 Democrats and 120 Republicans. Numerals show congressional districts; A—absent.

ALABAMA
1. Callahan (R) W
2. Dickinson (R) W
3. Nichols (D) W
4. Bevill (D) R
5. Flippo (D) R
6. Erdreich (D) W
7. Harris (D) W

ALASKA
AL Young, D. (R) R

ARIZONA
1. Rhodes (R) W
2. Udall (D) R
3. Stump (R) W
4. Kyl (R) W
5. Kolbe (R) W

ARKANSAS
1. Alexander (D) R
2. Robinson (D) R
3. Hammerschmidt (R) W
4. Anthony (D) R

CALIFORNIA
1. Bosco (D) R
2. Herger (R) W
3. Matsui (D) R
4. Fazio (D) R
5. Pelosi (D) R
6. Boxer (D) R
7. Miller, G. (D) R
8. Dellums (D) R
9. Stark (D) R
10. Edwards, D. (D) R
11. Lantos (D) R
12. Konnyu (R) R
13. Mineta (D) R
14. Shumway (R) W
15. Coelho (D) R
16. Panetta (D) R
17. Pashayan (R) W
18. Lehman, R. (D) R
19. Lagomarsino (R) R
20. Thomas, W. (R) R
21. Gallegly (R) W
22. Moorhead (R) W
23. Beilenson (D) R
24. Waxman (D) R
25. Roybal (D) R
26. Berman (D) R
27. Levine (D) R
28. Dixon (D) R
29. Hawkins (D) R
30. Martinez (D) R
31. Dymally (D) R
32. Anderson (D) A
33. Dreier (R) W
34. Torres (D) R
35. Lewis, J. (R) W
36. Brown, G. (D) R
37. McCandless (R) W
38. Dornan (R) W
39. Dannemeyer (R) W
40. Badham (R) W
41. Lowery (R) W
42. Lungren (R) W
43. Packard (R) W
44. Bates (D) R
45. Hunter (R) W

COLORADO
1. Schroeder (D) R
2. Skaggs (D) R
3. Campbell (D) R
4. Brown, H. (R) W
5. Hefley (R) W
6. Schaefer (R) R

CONNECTICUT
1. Kennelly (D) R
2. Gejdenson (D) R
3. Morrison, B. (D) R
4. Shays (R) W
5. Rowland, J. G. (R) W
6. Johnson (R) R

DELAWARE
AL Carper (D) R

FLORIDA
1. Hutto (D) R
2. Grant (D) R
3. Bennett (D) R
4. Chappell (D) R
5. McCollum (R) W
6. MacKay (D) R
7. Gibbons (D) R
8. Young, C. (R) W
9. Bilirakis (R) W
10. Ireland (R) W
11. Nelson (D) R
12. Lewis, T. (R) W
13. Mack (R) W
14. Mica (D) R
15. Shaw (R) W
16. Smith, L. (D) R
17. Lehman, W. (D) R
18. Pepper (D) R
19. Fascell (D) R

GEORGIA
1. Thomas, L. (D) W
2. Hatcher (D) W
3. Ray (D) W
4. Swindall (R) W
5. Lewis (D) R
6. Gingrich (R) W
7. Darden (D) W
8. Rowland (D) W
9. Jenkins (D) W
10. Barnard (D) W

HAWAII
1. Saiki (R) R
2. Akaka (D) R

IDAHO
1. Craig (R) W
2. Stallings (D) R

ILLINOIS
1. Hayes (D) R
2. Savage (D) R
3. Russo (D) R
4. Davis (R) R
5. Lipinski (D) R
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) R
9. Yates (D) R
10. Porter (R) W
11. Annunzio (D) R
12. Crane, P. (R) W
13. Fawell (R) W
14. Hastert (R) W
15. Madigan (R) R
16. Martin, L. (R) W
17. Evans, L. (D) R
18. Michel (R) W
19. Bruce (D) R
20. Durbin (D) R
21. Vacancy
22. Gray, K. (D) R

INDIANA
1. Visclosky (D) R
2. Sharp (D) R
3. Hiler (R) W
4. Coats (R) R
5. Jontz (D) R
6. Burton, D. (R) W
7. Myers (R) W
8. McCloskey (D) R
9. Hamilton (D) R
10. Jacobs (D) R

IOWA
1. Leach (R) R
2. Tauke (R) W
3. Nagle (D) R
4. Smith, N. (D) R
5. Lightfoot (R) W
6. Grandy (R) R

KANSAS
1. Roberts (R) W
2. Slattery (D) A
3. Meyers (R) W
4. Glickman (D) R
5. Whittaker (R) W

KENTUCKY
1. Hubbard (D) R
2. Natcher (D) R
3. Mazzoli (D) R
4. Bunning (R) W
5. Rogers (R) W
6. Hopkins (R) W
7. Perkins (D) R

LOUISIANA
1. Livingston (R) A
2. Boggs (D) A
3. Tauzin (D) R
4. McCrery (R) W
5. Huckaby (D) R
6. Baker (R) W
7. Hayes (D) A
8. Holloway (R) W

MAINE
1. Brennan (D) R
2. Snowe (R) R

MARYLAND
1. Dyson (D) R
2. Bentley (R) R
3. Cardin (D) R
4. McMillen (D) R
5. Hoyer (D) R
6. Byron (D) R
7. Mfume (D) R
8. Morella (R) R

MASSACHUSETTS
1. Conte (R) R
2. Boland (D) R
3. Early (D) R
4. Frank (D) R
5. Atkins (D) R
6. Mavroules (D) R
7. Markey (D) R
8. Kennedy (D) R
9. Moakley (D) R
10. Studds (D) R
11. Donnelly (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) R
3. Wolpe (D) R
4. Upton (R) R
5. Henry (R) R
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) W
10. Schuette (R) W
11. Davis (R) R
12. Bonior (D) R
13. Crockett (D) R
14. Hertel (D) R
15. Ford, W. (D) R
16. Dingell (D) R
17. Levin (D) R
18. Broomfield (R) W

MINNESOTA
1. Penny (D) R
2. Weber (R) W
3. Frenzel (R) W
4. Vento (D) R
5. Sabo (D) R
6. Sikorski (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Espy (D) R
3. Montgomery (D) W
4. Dowdy (D) R
5. Lott (R) W

MISSOURI
1. Clay (D) R
2. Buechner (R) W
3. Gephardt (D) R
4. Skelton (D) R
5. Wheat (D) R
6. Coleman, E. (R) R
7. Taylor (R) W
8. Emerson (R) R
9. Volkmer (D) R

MONTANA
1. Williams, P. (D) R
2. Marlenee (R) W

NEBRASKA
1. Bereuter (R) R
2. Daub (R) W
3. Smith, V. (R) R

NEVADA
1. Bilbray (D) R
2. Vucanovich (R) W

NEW HAMPSHIRE
1. Smith, R. (R) W
2. Gregg (R) W

NEW JERSEY
1. Florio (D) R
2. Hughes (D) R
3. Vacancy
4. Smith, C. (R) R
5. Roukema (R) R
6. Dwyer (D) R
7. Rinaldo (R) R
8. Roe (D) R
9. Torricelli (D) R
10. Rodino (D) R
11. Gallo (R) W
12. Courter (R) R
13. Saxton (R) W
14. Guarini (D) R

NEW MEXICO
1. Lujan (R) W
2. Skeen (R) W
3. Richardson (D) R

NEW YORK
1. Hochbrueckner (D) R
2. Downey (D) R
3. Mrazek (D) R
4. Lent (R) R
5. McGrath (R) R
6. Flake (D) R
7. Ackerman (D) R
8. Scheuer (D) R
9. Manton (D) R
10. Schumer (D) R
11. Towns (D) R
12. Owens (D) R
13. Solarz (D) R
14. Molinari (R) R
15. Green (R) W
16. Rangel (D) R
17. Weiss (D) R
18. Garcia (D) R
19. Biaggi (D) A
20. DioGuardi (R) R
21. Fish (R) R
22. Gilman (R) R
23. Stratton (D) R
24. Solomon (R) R
25. Boehlert (R) R
26. Martin (R) R
27. Wortley (R) W
28. McHugh (D) R
29. Horton (R) R
30. Slaughter (D) R
31. Kemp (R) W
32. LaFalce (D) R
33. Nowak (D) R
34. Houghton (R) R

NORTH CAROLINA
1. Jones, W. (D) R
2. Valentine (D) R
3. Lancaster (D) W
4. Price (D) R
5. Neal (D) R
6. Coble (R) W
7. Rose (D) R
8. Hefner (D) R
9. McMillan (R) W
10. Ballenger (R) W
11. Clarke (D) R

NORTH DAKOTA
AL Dorgan (D) R

OHIO
1. Luken (D) R
2. Gradison (R) W
3. Hall (D) R
4. Oxley (R) W
5. Latta (R) W
6. McEwen (R) W
7. DeWine (R) W
8. Lukens (R) W
9. Kaptur (D) R
10. Miller (R) W
11. Eckart (D) R
12. Kasich (R) W
13. Pease (D) R
14. Sawyer (D) R
15. Wylie (R) W
16. Regula (R) R
17. Traficant (D) R
18. Applegate (D) R
19. Feighan (D) R
20. Oakar (D) R
21. Stokes (D) R

OKLAHOMA
1. Inhofe (R) W
2. Synar (D) R
3. Watkins (D) R
4. McCurdy (D) R
5. Edwards (R) W
6. English (D) R

OREGON
1. AuCoin (D) R
2. Smith, R. (R) W
3. Wyden (D) R
4. DeFazio (D) R
5. Smith, D. (R) W

PENNSYLVANIA
1. Foglietta (D) A
2. Gray, W. (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) W
6. Yatron (D) R
7. Weldon (R) R
8. Kostmayer (D) R
9. Shuster (R) W
10. McDade (R) R
11. Kanjorski (D) R
12. Murtha (D) R
13. Coughlin (R) R
14. Coyne (D) R
15. Ritter (R) R
16. Walker (R) W
17. Gekas (R) W
18. Walgren (D) R
19. Goodling (R) R
20. Gaydos (D) R
21. Ridge (R) R
22. Murphy (D) R
23. Clinger (R) R

RHODE ISLAND
1. St Germain (D) R
2. Schneider (R) R

SOUTH CAROLINA
1. Ravenel (R) R
2. Spence (R) A
3. Derrick (D) W
4. Patterson (D) R
5. Spratt (D) R
6. Tallon (D) R

SOUTH DAKOTA
AL Johnson (D) R

TENNESSEE
1. Quillen (R) W
2. Vacancy
3. Lloyd (D) R
4. Cooper (D) R
5. Clement (D) R
6. Gordon (D) R
7. Sundquist (R) W
8. Jones (D) W
9. Ford (D) R

TEXAS
1. Chapman (D) R
2. Wilson (D) R
3. Bartlett (R) W
4. Hall (D) W
5. Bryant (D) R
6. Barton (R) W
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) R
10. Pickle (D) R
11. Leath (D) R
12. Wright (D) Speaker
13. Boulter (R) W
14. Sweeney (R) W
15. de la Garza (D) R
16. Coleman (D) R
17. Stenholm (D) W
18. Leland (D) R
19. Combest (R) W
20. Gonzalez (D) R
21. Smith (R) W
22. DeLay (R) W
23. Bustamante (D) R
24. Frost (D) R
25. Andrews (D) R
26. Armey (R) W
27. Ortiz (D) R

UTAH
1. Hansen (R) W
2. Owens (D) R
3. Nielson (R) W

VERMONT
AL Jeffords (R) R

VIRGINIA
1. Bateman (R) W
2. Pickett (D) R
3. Bliley Jr (R) W
4. Sisisky (D) R
5. Payne (D) R
6. Olin (D) R
7. Slaughter (R) W
8. Parris (R) W
9. Boucher (D) R
10. Wolf (R) W

WASHINGTON
1. Miller (R) R
2. Swift (D) R
3. Bonker (D) R
4. Morrison (R) W
5. Foley (D) R
6. Dicks (D) R
7. Lowry (D) R
8. Chandler (R) W

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Wise (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Gunderson (R) R
4. Kleczka (D) R
5. Moody (D) R
6. Petri (R) R
7. Obey (D) R
8. Roth (R) R
9. Sensenbrenner (R) W

WYOMING
AL Cheney (R) A

House plant closing vote meets two-thirds target

Workers win big on notification measure

Continued from Page 1

the vote and radio spots in targeted congressional districts were part of the effort.

There were 16 Democratic defections on the House vote, a sign that the once formidable conservative coalition was not dead. But 54 Republicans joined 232 Democrats to go over the two-thirds mark in support for the bill.

Just hours after the plant closing notification bill was cleared for the White House, the House took up and passed intact the other elements of the trade bill by a 376-45 vote. The Senate is certain to do likewise later this summer.

Both issues have been high on labor's legislative agenda for many years, and the two are linked even though the plant closing notification isn't limited to layoffs resulting from imports. The trade bill includes an expanded program of job training for displaced workers, which clearly will work most effectively when workers and communities have early warning of job losses.

The first plant closing bill—stronger than the version Congress has now passed—dates back to 1974. For years, sponsors William D. Ford (D-Mich.), William L. Clay (D-Mo.) and Silvio O. Conte (R-Mass.) held hearings and news conferences to point up the need for the legislation. In 1985, their bill was narrowly beaten in the House.

All three played leading roles in the House debate, as did the chairman and ranking Republican on the House Education & Labor Committee—Augustus F. Hawkins (D-Calif.) and James M. Jeffords (R-Vt.), both supporters of the measure.

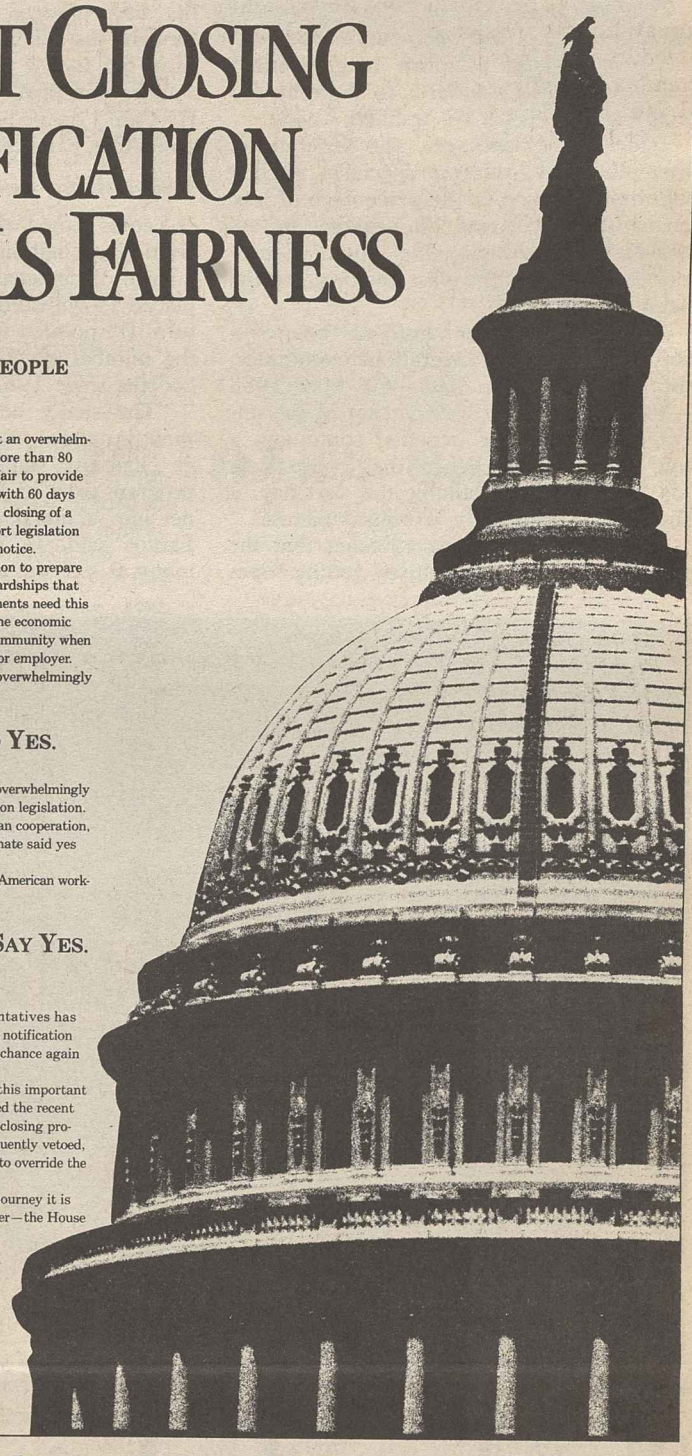
Veto campaign

Some Republicans on both sides of the issue were urging Reagan to accept defeat and let the bill become law without his signature in an effort to diminish its impact on the presidential and congressional campaigns. But other hard-core opponents were pressing for a veto, coupled with strong White House carrot-and-stick pressure to persuade some GOP congressmen to switch positions on an override vote.

The technicalities of enrolling a bill passed by Congress may delay its formal delivery to the White House. After a bill reaches his desk, the President has 10 legislative days to sign it, veto it, or allow it to become law without his signature.

IN CONGRESS

PLANT CLOSING NOTIFICATION EQUALS FAIRNESS



THE AMERICAN PEOPLE SAY YES.

Recent polls have shown that an overwhelming majority of Americans—more than 80 percent—believe that it is only fair to provide workers and their communities with 60 days notice before a mass layoff or the closing of a major worksite. And they support legislation which provides for this modest notice.

Workers need this notification to prepare their families for the financial hardships that inevitably follow. Local governments need this kind of warning to prepare for the economic devastation which can befall a community when such actions are taken by a major employer.

The American people have overwhelmingly said yes to fairness.

THE SENATE SAID YES.

Last week, the U.S. Senate overwhelmingly approved plant closing notification legislation. In a dramatic display of bipartisan cooperation, 72 of the 100 members of the Senate said yes to fairness.

For their actions, millions of American workers say thank you.

THE HOUSE CAN SAY YES. AGAIN!

The U.S House of Representatives has already said yes to plant closing notification legislation. They will have that chance again this week.

The record of the House on this important issue is clear. The House approved the recent trade bill which included a plant closing provision. When that bill was subsequently vetoed, the House overwhelmingly voted to override the President's veto.

Now, at the end of the long journey it is fitting—and more critical than ever—the House once again say yes to fairness.

AMERICAN FEDERATION OF LABOR AFL CIO CONGRESS OF INDUSTRIAL ORGANIZATIONS

This is the full-page advertisement the AFL-CIO ran in USA Today as the House prepared to vote on the plant closing notification bill. The federation and the Auto Workers also sponsored radio ads in 10 targeted states urging calls to members of Congress supporting the bill.

Union warnings on VDT use backed by pregnancy studies

A California study showing that female video display terminal operators suffer an miscarriage rate nearly double that of non-VDT users removes any excuse employers and manufacturers have for not taking minimal precautions to protect workers, unions said.

Research conducted by the Kaiser Permanente Medical Care Program in Oakland, Calif., of 1,583 pregnant women who attended three Kaiser clinics in 1981 and 1982 produced statistically significant findings which unions said demand that:

- All VDTs be tested for electric field and magnetic field emissions.
- Electric field shielding be installed were necessary, erring on the side of caution.
- Computer manufacturers immediately follow the lead of European manufacturers in shielding new terminals for magnetic field radiation and retrofit VDTs already in use.

The study, "The Risk of Miscarriage and Birth Defects Among Women Who Use VDTs During Pregnancy," was published in the June issue of the American Journal of Industrial Medicine. It found that women who operated VDTs more than 20 hours a week had twice as many miscarriages as working women who did not use VDTs.

The increase in miscarriages was "statistically significant," researchers said, but it noted that VDTs did not necessarily cause the miscarriages. Other unaccounted for factors, such as poor ergonomic conditions or job-related stress could have played a part in the results, according to the study.

Further study needed

"That VDTs themselves are hazardous to the pregnant operator remains a possibility. Our results underscore the need for large cohort studies of working women that will provide objective measures of VDT exposure, ergonomic factors and stress," the study said.

The study also found that female VDT users with moderate to high exposure were more likely to have children with birth defects, though the increase was not considered statistically significant.

Unions—including the Newspaper Guild and the Service Employees and 9to5, National Association of Working Women—said that manufacturers and employers can no longer adopt a "wait and see" attitude. Immediate action is required to protect these workers, the unions said, calling also for increased research on VDT hazards.

The unions pointed out that a federal reproductive study of 4,000 female workers being conducted at BellSouth Inc. and AT&T had been changed under orders from the White House's Office of Management & Budget to eliminate questions on stress and fertility.

Fudging the budget

President Reagan hasn't been able to get Congress to abolish the Legal Services Corp., and the overseers he appointed to run the agency haven't been able to wipe it out either. But they keep on trying.

They came up with the mind-boggling idea of using government funds intended to provide legal services for poor people to hire two high-priced Washington law firms to lobby Congress to cut the agency's budget.

The congressional committees that were to have been the target of the lobbying expressed outrage—and noted pointedly that use of federal funds to lobby Congress is against the law. Reluctantly, the agency backed down.

Legal Services President John H. Bayly Jr. said the agency had gotten a bargain because the law firms they hired were billing them at a "discount" rate of about $100 for each hour of a lawyer's time. But in the wake of the congressional and public reaction, the agency "thought it best to terminate the relationship."

Laundry workers approve plan for organizing push

Pittsburgh—Delegates to the Laundry & Dry Cleaning Union convention approved dues and per capita increases and placed a special emphasis on organizing.

The convention also re-elected President Frank H. Ervolino, Sec.-Treas. Sam H. Begler and six vice presidents to new five-year terms. Russell Crowell, a past president of the union, was elected to fill the vacant fifth vice president post. Patty Schmitz of Milwaukee Local 3008 was elected to a five-year term as trustee.

Union dues will increase $1 every two years, as the current $12 fee will go to $13 this September, to $14 in 1990 and to $15 in 1992

Delegates voted to raise the monthly per capita from the current $2.25 in three increments of 35 cents, so that the rate in September 1992 would be $3.30.

The convention authorized the international to provide assistance to local organizing drives.

It adopted policy resolutions urging an increase in the federal minimum wage from $3.35 an hour to $4.65, supporting plant closing legislation and calling for reform of the nation's labor laws.

Delegates also called for passage of legislation to provide for universal health care coverage, pay equity and child care.

NLRB switches on hospital units

Continued from Page 1

overs outvoting the two Reagan appointees.

But two years later, with a new NLRB majority, the board reversed itself. Its new policy, called St. Francis II, asserted that the 1974 federal law establishing collective bargaining rights for employees of nonprofit health care institutions allowed separate units only when there was a definite "disparity of interests" among the employee groups.

In March 1987, the U.S. Court of Appeals for the District of Columbia ruled that the NLRB had misinterpreted the law. It told the board to reconsider whether the hospital's maintenance employees constitute an "appropriate unit" under federal labor law. The burden was on the NLRB, the court suggested, to explain any deviation from the normal pattern of certifying a bargaining unit whose members share a "community of interest."

The NLRB decided to approach the issue through a rulemaking process, spelling out the appropriate groupings of employees, rather than on a case-by-case basis. But the board's initial proposal for bargaining unit rules—which it stressed at the time was intended merely as a starting point for consideration—appeared to tilt to management's side.

Labor's objections

The chief objection raised by unions in testimony and comments to the NLRB was a proposal to link all service, maintenance and clerical employees in a single unit. Management proposed even greater concentration—one unit for professional and one for nonprofessionals.

After factfinding hearings in Washington, Chicago and San Francisco, the NLRB revised its original proposal for bargaining units.

For hospitals, it now agreed that separate units of skilled maintenance employees, business office clericals, and service and other nonprofessionals would be appropriate. That would be in addition to the previously proposed units of registered nurses, physicians, other professional employees and technical employees.

It excluded nursing homes and exclusively psychiatric hospitals from the rulemaking, allowing for continued case-by-case consideration of appropriate bargaining units. And it left some loose ends to be explored by the NLRB staff before the final proposal is published, with a period for additional comments before it takes effect.

AFL-CIO Associate General Counsel David Silberman, who had presented the federation's position at the NLRB hearings, termed the new proposal a significant improvement over the board's initial position.

Unemployment insurance cuts tied to funding gap

Congress needs to end the "deliberate underfunding" of the unemployment insurance system and establish long overdue federal minimum standards to shore up the program, the AFL-CIO testified.

James N. Ellenberger, the federation's unemployment insurance specialist, cited a continuing decline in the percentage of jobless workers receiving UI benefits. He assailed "the unconscionable failure to provide benefits for the vast majority of the unemployed."

When Ellenberger testified before a House Government Operations Committee, the latest available data—for May 1988—had shown only 30.8 percent of the unemployed receiving benefits, continuing a four-year decline. When the jobless data for June became available the next day, it showed a significantly worsened picture.

The most recent data revealed that the percentage of the unemployed getting benefits had plunged to 27.9 percent—even though the unemployment rate dropped from 5.6 to 5.3 percent over the month.

Subcommittee Chairman Tom Lantos (D-Calif.) opened the hearings with a statement that paralleled labor's concerns.

Eligibility restricted

Lantos noted that states have imposed restrictive eligibility standards as a consequence of depleted reserves and are poorly placed to withstand a new business downturn. He pointed to a 25-percent decline in the number of workers eligible to receive benefits since 1982.

"The shaky health of state unemployment insurance reserves and tightened worker eligibility standards have changed the program from its traditional role as a safety net into a literal crap shoot for workers," Lantos said. In only three states do as many as half the unemployed receive benefits, he pointed out, and in four states only one in five qualify.

Ellenberger's testimony pointed to a 10-year decline in both the unemployment insurance tax rate paid by employers and the tax as a percentage of total wages. It averaged 1.35 percent of wages in 1978 but just 1 percent last year.

To cope with inadequate revenue, Ellenberger noted, states have stiffened the criteria for qualifying for unemployment compensation and made it far easier for employers to contest benefit claims and the state agencies to avoid paying benefits to jobless workers.

While the actual level of unemployment and underemployment is significantly higher than the jobless data reveals, Ellenberger said some 5 million persons who are "officially" unemployed are without benefits.

"We must ask ourselves what will happen when the economy slows down and enters a recession," he stressed.

Ellenberger noted that the state unemployment insurance reserves would not be in their present plight if Congress had adopted the recommendations of the National Commission of Unemployment Compensation in 1965 and indexed the federal taxable wage base to at least 65 percent of the average annual wage.

Key step

A phased-in increase to that recommended level, he said, would be a major step in ending the underfunding of the system.

"We believe Congress should reform the criteria for extended benefit eligibility," Ellenberger stressed. "We call on Congress to establish federal minimum standards to insure fair treatment for all jobless workers."

AFT President Albert Shanker calls for restructing of the nation's educational system in a convention address.

Teachers look to challenge of '90s

Shanker calls for a 'bottom-up' approach to restructuring

San Francisco—The Teachers' 70th convention made educational reform the centerpiece of a broad effort to renovate the nation's school system to meet the challenges of the 1990s and beyond.

AFT President Albert Shanker, in his keynote address, called for a restructuring of the way schools are organized, urging that reform move past a "top-down" approach to a more effective, school-based effort where individual teachers would take the lead in developing their own reform programs.

He insisted that teachers move to the forefront of educational reform and proposed that small groups of teachers who are willing to work on new ways of educating children be given the freedom to design alternative academic programs or create experimental "schools within schools."

Convention delegates approved a three-part strategy to guide this "bottom-up" reform movement, pledging the union will strengthen collective bargaining agreements which "are the best means for pursuing reforms," and will expand reform programs currently underway in many locals. The union will also encourage groups of qualified teachers to create experimental schools as a way of reaching students and making them active recipients of education.

Information center

To aid teachers, the AFT set up the Center for Restructuring to establish a communications network for locals engaged in restructuring, create a clearinghouse on articles, books and speeches on what is working in schools, and to work with other reform groups.

Shanker reported that the union has added more than 200,000 new members over the past two years, with a net gain of 55,000, when counting retirements and attrition.

AFL-CIO Sec.-Treas. Thomas R. Donahue urged the more than 3,000 delegates to work for the election of a new President who is more sympathetic to labor-supported legislation. The challenge facing the unions is to elect "a President and a Congress that will have no doubt on whose side they are on."

Among the labor's goals for restoring effective government, Donahue said, are educational reform, a trade policy "based on the exchange of products and service on equal terms," training programs "for real jobs" and a minimum wage "sufficient to keep body and soul together."

In a key resolution, the convention urged the abandonment of standardized testing of youngsters for both entry into and exit from kindergarten. It also opposed state initiatives mandating English as the "official" language.

In other convention action:

- Shanker was re-elected to another two-year term as was Sec.-Treas. Robert G. Porter. Also returned to office were 32 vice presidents and six new ones were elected. The number of vice presidents was increased from 34 to 38 "to recognize the diversity of our growing membership."
- A Friends of Education program was launched for the general public to join. "Friends" will be able to attend AFT issues conference, receive union publications and be eligible for various Union Privilege Benefit Programs services.
- Per capita was increased to $6.65 a month, effective on Sept. 1, with an increase to $6.90 a year later. The delegates noted the increase will cover operating costs, including substantial postal increases.
- Three new divisions were constitutionally established—Paraprofessional & School-Related Personnel, the Federation of Nurses & Health Professionals, and the Federation of State Employees.

OPIC programs blamed for loss of American jobs

The Overseas Private Investment Corp.—a government-authorized insurance program to encourage U.S. investments in less developed countries—is still draining jobs from the American economy, the AFL-CIO charged at Senate hearings.

OPIC assistance is intended to minimize the risk for U.S. investments abroad. But Legislative Rep. William J. Cunningham told a Senate Foreign Affairs subcommittee that OPIC-aided investments have worsened the U.S. trade deficit and deprived the nation of needed jobs.

Cunningham expressed the AFL-CIO's opposition to a bill to continue OPIC an additional five years and expand its scope. The adverse effects of OPIC "far outweigh any benefits from the program," he said.

Adverse effect

But if Congress does renew the program, Cunningham said, it should bar OPIC from participating in projects in the manufacturing sector, where the "adverse impact" on jobs is the greatest. Congress should continue to insist that benefits be denied countries that ignore internationally recognized worker rights, he urged.

Cunningham noted reports that the Administration may seek to add Hungary to the countries eligible for OPIC-backed investments. Citing Hungary's flagrant violations of workers rights, Cunningham urged Congress not to extend OPIC benefits to that nation.

The AFL-CIO testimony also sharply criticized OPIC's attempt to refute a General Accounting office study critical of the program. An OPIC-commissioned study said the impact on U.S. jobs was less than the GAO estimated because some sales to U.S. markets merely took business away from other foreign competitors and didn't wipe out U.S. jobs.

The gist of OPIC's argument, Cunningham suggested, is that "it's okay to help set up enterprises meant to export goods to the United States and threaten American jobs, since others might do it anyway."

Judge gives warning to NFL owners

A federal judge, in refusing to grant an injunction against the National Football League's current system of free agency, warned team owners that the NFL Players Association will likely win its antitrust suit against management.

The opinion, from U.S. District Judge David Doty in Minneapolis, strengthened the union's bargaining hand, as did the start of National Labor Relations Board hearings on an unfair labor practice complaint against owners on backpay.

Since Doty's ruling on July 11, the NFLPA has asked for an expedited trial date and an expedited discovery schedule prior to trial.

If the injunction had been granted, it would have allowed unrestricted free agency for about 300 players.

NFLPA President Gene Upshaw said "we were not surprised that the injunction was not granted because it is rare for a court to grant such relief prior to trial." What is significant, he said, "Doty reaffirmed that what the owners have done since last season cannot survive antitrust scrutiny. The judge is obviously warning the NFL that they will face huge damages."

In his decision, Doty said that it is "probable that the players will prevail at trial (in the antitrust suit) and that at least some of the players are likely to sustain irreparable harm if they were not immediately permitted to sign with other NFL clubs." But the court will not grant an injunctive relief because an injunction "creating unrestricted free agency would irreparably harm the owners and have a deleterious effect upon professional football generally."

Treble damages

Upshaw pointed out the significance of the judge's view that the union probably will win at trial. "Winning would mean the award of treble damages for players who have been illegally damaged by the owners' unlawful continuance of the 1982 agreement," he said.

The union has bargained with the owners for more than a year trying to reach a new contract. The NLRB has ruled that a bargaining impasse has existed since Oct. 11. While the NFL management is now using the media to request a return to bargaining, Upshaw said the owners have to "demonstrate they're willing to make some changes. We're willing to go back to the table, but it has to be an attempt to settle the lawsuit (as well as free agency). We can't go to the table as if the lawsuit doesn't exist."

NFLPA members and officials, including Upshaw, testified before an NLRB administrative law judge that the players were illegally clipped when the owners barred them from playing in games held last Oct. 18 and 19, after they ended their 24-day strike unconditionally.

The league had required that returning strikers report to work on Wednesday before the weekend games, while scabs could report as late as Saturday. If the players win the case, the backpay award could be as high as $22 million, the union said.

Workers subsidize productivity gain

11-nation survey: U.S. posts smallest rise in labor costs

The United States sharpened its competitive edge with major industrial countries last year, but the increase came at the expense of workers' wages.

In a survey of 11 industrial nations, the Labor Dept. found that hourly compensation—measured in dollars—was held to its lowest level in the United States, increasing just 1.3 percent. That increase is the smallest since the Bureau of Labor Statistics began tracking the data in 1947.

Last year, hourly compensation costs rose 1.4 percent in Japan, 4 percent in Germany, 4.5 percent in Canada, 6.4 percent in Italy, 8.2 percent in Britain and 10.1 percent in Denmark.

The almost negligible gain in U.S. hourly compensation, coupled with a 2.8-percent increase in manufacturing productivity—the government's measure of output per hour—resulted in a 1.5 percent drop in U.S. unit labor costs, BLS said.

Most of the other nations surveyed experienced increased labor costs—measured in national currencies—ranging from three tenths of 1 percent in Korea to 8.4 percent in Norway. Japan's labor costs fell 2.5 percent. When measured in U.S. dollars, foreign labor costs increased in every country except the United States, from a low of 7.5 percent in Korea to 27.4 percent in Denmark, where the standard workweek is being reduced to 37 hours.

That means the United States should have improved its competitiveness with those nations by 9 to 29 percent, AFL-CIO Chief Economist Rudy Oswald said.

But U.S. wages have not kept pace with increases in productivity and workers "have failed to maintain their previous share of returns" as real wages continue their decade-long decline, he noted.

Real wages falling

Productivity gains are not tied to lower wages, Oswald said, but mostly come from better educated workers, improved production methods, higher utilization rates and better capital investment. He noted that real wages had dropped more than 10 percent over the past decade and that U.S. unit labor costs declined 2 percent since 1985, while the other nations surveyed experienced increases ranging from five tenths of 1 percent in Japan to 12-20 percent in the Scandanavian countries over the same two-year period.

On the Labor Dept.'s report that June's unemployment rate had edged downward three tenths of 1 percent to 5.3 percent, Oswald stressed that joblessness "remains a serious problem for America's minorities, with blacks suffering an unemployment rate of 11.5 percent and Hispanics of 9 percent."

The BLS also found that the number of persons working part-time but seeking full-time jobs rose by 470,000 to 5.3 million in June, and the number of discouraged workers—those who have given up the search for work—declined slightly over the second quarter to 910,000.

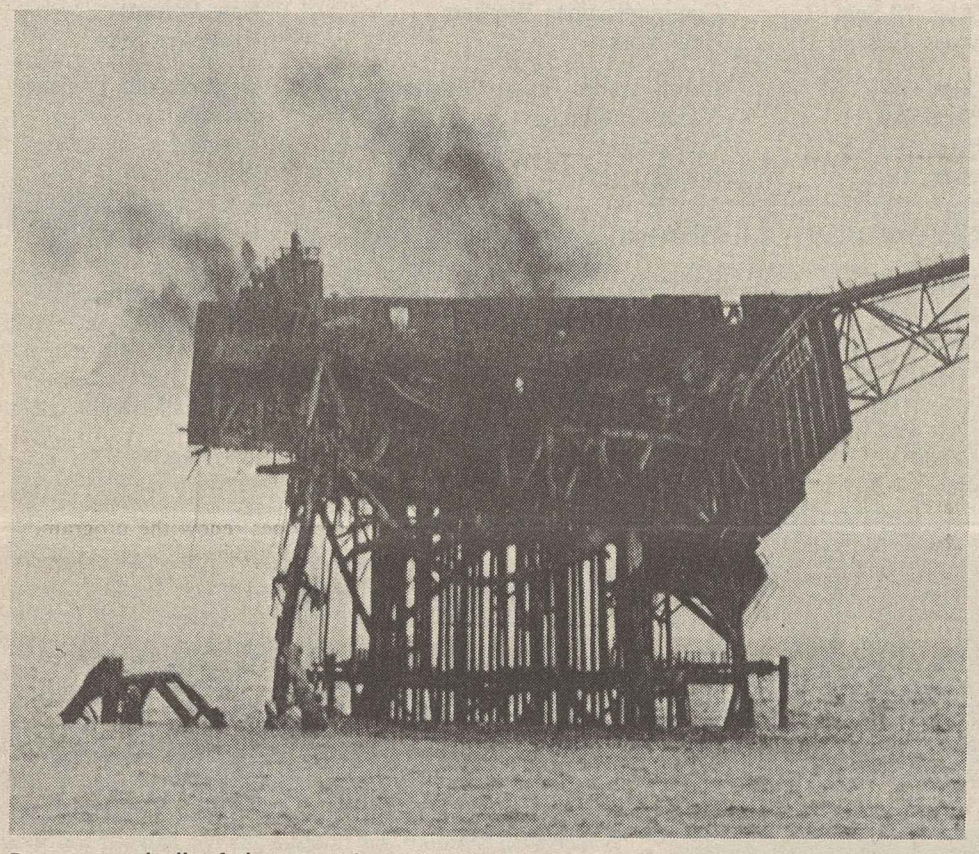
When those two groups are added to the 6.5 million counted as "officially unemployed" by BLS, the real rate of joblessness is 10.4 percent, the National Committee for Full Employment pointed out.

Employment growth rose by 160,000 jobs in the service sector in June, with retail trades gaining 75,000 jobs, manufacturing up 45,000 and construction gaining 55,000. Smaller gains occurred in wholesale trade, transportation and public utilities.

But over the nine-year period beginning June 1979, the United States lost 1.5 million manufacturing jobs and 217,000 mining jobs, Oswald said.

DAD's Day

As one of the 15,000 Dollars Against Diabetes fund drive volunteers, Richard Gonzalez of the Plasterers collects donations in Alexandria, Va. More than $750,000 was raised for the Diabetes Research Institute from DAD's Day events held in 155 communities nationwide. The annual drive is headed by the AFL-CIO Building & Construction Trades Dept. and Gonzalez is on the national coordinating committee.



Burnt-out shell of the Occidental Petroleum oil platform in the North Sea.

North Sea oil rig disaster raises concerns on safety

The AFL-CIO sent a message of sympathy to the British union and the families of 166 workers who were killed in the North Sea July 6 in the world's worst oil rig explosion.

In a cable to Clive Jenkins, co-general secretary of the Manufacturing, Science & Finance Union, Federation President Lane Kirkland and Sec.-Treas. Thomas R. Donahue expressed condolences for the massive loss of life in the disaster off the coast of Scotland, including many MSFU members.

"The magnitude of this accident surpasses any previous North Sea disaster and leaves the world in a state of shock. Such a horrendous incident calls for a full and careful review of occupational health and safety procedures in such installations," Kirkland and Donahue wrote.

Twin blasts rocked Occidental Petroleum Co.'s giant 34,000-ton oil platform, destroying two-thirds of it, including the living quarters where nearly half the rig's 232-member work crew was was sleeping. Relative of some victims reported that the workers had expressed concern about the small of gas and about leaks, charging that safety warnings were being ignored.

Roger Lyons, assistant general secretary of the MSFU, said that "in the interests of the 10,000 oil workers in the North Sea and their families," the government should name an independent health and safety inspection team for the oil rigs.

Different view

The Reagan Administration's claim that a higher minimum wage will force layoffs of low-paid workers isn't borne out by a random survey of business firms.

An overwhelming majority of employers questioned by the Bureau of National Affairs anticipated no impact on employment if the $3.35 an hour federal minimum wage is raised over three years to $4.55 an hour, as provided in legislation awaiting congressional action.

The present wage floor is so inadequate that most employers, even in traditionally low paying fields, already pay above-minimum rates.

Business trade associations have lobbied heavily against a rise in the minimum wage, and the BNA survey found several employers who said they were concerned about a higher minimum wage but were unable to pinpoint any problem areas.

Jackie Presser remembered as champion of labor unity

Cleveland—AFL-CIO Vice President Jackie Presser, who was president of the Teamsters since 1983, died at Lakewood Hospital July 9 after a long battle with brain cancer and heart disease. He was 61.

Under Presser, the IBT sought reaffiliation with the AFL-CIO and was readmitted in October 1987.

In a letter to his wife Cynthia, Federation President Lane Kirkland and Sec.-Treas. Thomas R. Donahue expressed labor's sorrow on Presser's death and credited his determination and leadership in helping to bring about the return of Teamsters "to its rightful and historic place within the AFL-CIO."

IBT Sec.-Treas. Weldon L. Mathis praised Presser's four decades of service to workers and the labor movement and said his death "will be deeply felt by all the members of this union and his many friends throughout the country."

Commitment to labor

Presser will be "long remembered for his progressive ideas and deep commitment to the labor movement" and for his role as "communicator and spokesman for the needs and concerns of working people," Mathis said.

Earlier this year, Mathis was named to carry out Presser's duties while the IBT president was undergoing medical care. Under the IBT constitution, the executive board must meet within 15 days to elect a successor.

Presser began his union career here 40 years ago, joining Hotel Employees & Restaurant Employees Local 10 in Cleveland and was elected its president in 1948. He then went on to work as an organizer for the Teamsters' Joint Council 41 and IBT Local 521.

In 1966, he was elected secretary-treasurer of IBT Local 507, which he helped forge to represent workers in manufacturing and food industries.

Presser was named an international vice president in 1976, and when asked to also serve as communications director, he expanded the union's communications programs to better advertise gains the IBT had won for its members.

In addition to his re-election as international vice president, Presser was elected president of IBT Joint Council 41 and the Ohio Conference of Teamsters in 1981.

In 1983 he was elected by the IBT executive board to succeed Roy Williams and promised "to move this union in a progressive direction." He was re-elected to the union's top office in 1986.

Funeral services were held July 12 in Cleveland Heights, with burial in Mt. Olive Cemetery. Survivors include two children.

Jackie Presser

Court blocks anti-Teamsters move

New York—The Justice Dept.'s bid to take over the Teamsters was blocked when a federal judge refused to name a trustee to oversee daily operations of the 1.6-million member union.

U.S. District Court Judge David Edelstein rejected the government's demand that the court appoint a trustee with the authority to discipline union officers deemed "corrupt" and remove them from local office. Edelstein said such action—without a hearing of the evidence—would be "imprudent." He set a trial date of next Feb. 27 for the government's civil takeover lawsuit.

Food & Commercial Workers President William H. Wynn applauded the decision, noting that "the unprecendented powers sought by the government" in its takeover scheme "constitute a clear and present danger for all institutions in our society and must not be granted without a full and fair consideration of all the evidence." Wynn is a chairman of Americans Against Government Control of Unions, a coalition of unions and other organizations opposed to the Justice Dept.'s takeover of the IBT.

Lenore Miller, president of the Retail, Wholesale & Dept. Store Union, called the government's tactic "more in keeping with the standards of a totalitarian society." She expressed confidence that "this unconstitutional assault on trade union freedom will be rejected."

President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. cautioned that "no union and no free institution in this country can rest until the government's scheme to take over the Teamsters has been soundly rejected." He called for solidarity "against those who would chip away at our basic liberties," stressing that the freedom to form free unions or other organizations in a democratic society is at stake.

Winning design

A series of paintings depicting key concerns of unionized workers, commissioned by the Communications Workers during its 50th anniversary, were awarded top design honors in the Desi 11 competition run by Graphic Design: USA. The artwork, including this painting by Bart Forbes, pays tribute to the accomplishments of the American labor movement and was featured in the Desi 11 show in New York. Another illustration about workplace stress won a major design award from Print magazine.

Conventions scheduled for remainder of 1988

Here is a list of conventions scheduled for the remainder of 1988 by AFL-CIO national and international affiliates, state central bodies and fraternal organizations. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
July 25-29	Food & Commercial Workers	San Francisco
July 25-29	Railroad Signalmen	Lake Buena Vista, Fla.
July 31-Aug.4	School Administrators	St. Louis
Aug. 1-4	Fire Fighters	Miami Beach, Fla.
Aug. 1-5	Steelworkers	Las Vegas, Nev.
Aug. 1-5	Postal Workers	Chicago
Aug. 7-12	Letter Carriers	Portland, Ore.
Aug. 8-12	Paperworkers	Las Vegas, Nev.
Aug. 8-10	Mississippi	Biloxi
Aug. 8-12	Theatrical Stage Employes	Reno, Nev.
Aug. 14-21	Oil, Chemical & Atomic Workers	Hollywood, Fla.
Aug. 15-18	Missouri	Kansas City
Aug. 15-19	Professional & Technical Engineers	Washington, D.C.
Aug. 17-19	Iowa	Waterloo
Aug. 18-20	Montana	Butte
Aug. 18-21	Virginia	Norfolk
Aug. 19-21	Nevada	Las Vegas, Nev.
Aug. 22-25	Washington	Tacoma
Aug. 22-26	Government Employees	Miami Beach, Fla.
Aug. 26-27	Wyoming	Cheyenne
Aug. 29-Sept. 2	Communications Workers	New Orleans
Aug. 29-Sept. 1	New York	Kiamesha Lake
Sept. 5-9	British Trades Union Congress	Bournemouth, England
Sept. 7-9	North Carolina	Raleigh
Sept. 9-13	Connecticut	Hartford
Sept. 18-22	Illinois	Rosemont, Ill.
Sept. 25-28	Minnesota	Rochester
Sept. 29-Oct. 3	Electronic Workers	Bal Harbour, Fla.
Oct. 2-5	Kentucky	Louisville
Oct. 3-7	Graphic Communications Union	Miami Beach, Fla.
Oct. 3-7	Roofers	Las Vegas, Nev.
Oct. 5-7	Massachusetts	Boston
Oct. 6-8	South Carolina	Myrtle Beach
Oct. 10-12	Wisconsin	LaCrosse
Oct. 10-13	California	Los Angeles
Oct. 17-21	Chemical Workers	Hollywood, Fla.
Oct. 24-Nov. 4	Actors & Artistes	Bal Harbour, Fla.

AFL-CIO MEETINGS

Aug. 22-24	Executive Council	Washington, D.C.
Aug. 24	General Board	Washington, D.C.
Sept. 9-10	Southeast Regional Conference	Atlanta
Sept. 23-24	Southwest Regional Conference	Houston
Sept. 30-Oct. 1	Midwest Regional Conference	Chicago
Oct. 14-15	Mid-Atlantic & New England Regional Conference	New York
Oct. 21-22	West Regional Conference	San Francisco
Nov. 16-18	Industrial Union Dept. Convention	Hollywood, Fla.

Kirkland hails achievements of labor-civil rights alliance

Continued from Page 1

portunities, we now know that government isn't the problem. The problem is those who govern," he stressed.

Kirkland outlined the procedures the federation will follow when its General Board meets to make an endorsement of a presidential candidate, stressing that candidates will be judged on the issues.

Delegates also heard presidential contenders: Democratic Gov. Michael S. Dukakis of Massachusetts, who addressed the convention with his vice presidential choice, Sen. Lloyd Bentsen of Texas and Republican Vice President George Bush.

Dukakis outlined the need for quality education for all children, basic health care protection, good jobs and job training, emphasizing that "opportunity for all and a healthy growing economy go hand in hand."

Rev. Jesse Jackson spoke of a new coalition that has come together in America, "across ancient barriers of race, religion and region, men and women, young and old, workers and farmers" that can build a new day.

In his address, Bush promised delegates that he would work to bring about "the full participation of all Americans in our economy and our government."

The traditional labor luncheon—attended by more than 750 delegates—was sponsored by the NAACP's AdHoc Labor Committee, which is chaired by AFL-CIO Vice President Frederick O'Neal, president of the Actors & Artistes, and Auto Workers Vice President Marc Stepp.

President Jay Mazur of the Ladies' Garment Workers was presented the NAACP's Roy Wilkins Award.

Also honored were Stepp, Joe Davis, UAW civil rights director, and Sam Polk of the Postal Workers.

AFL-CIO Civil Rights Director Richard Womack chaired the convention's labor workshop on "meeting the challenge of today's employment opportunities."

Robert Brown dies, retired field staffer

Atlanta, Tex.—Robert N. Brown Sr., a retired AFL-CIO field representative, died here June 24 of respiratory failure, resulting from emphysema. He was 61.

Brown joined the Plumbers & Pipefitters Local 237 in Texarkana, Tex., in 1951 and was elected to a variety of local and regional posts before he signed on with the federation's Dept. of Organization & Field Services in 1967. Brown retired on disability in January 1986.

He is survived by his wife Mildred and two sons. Funeral services were held in Atlanta, Tex., with burial at Salem Cemetery in Bloomburg, Tex.

U.S. industrial crisis

High cost of business blunders

By Arlee C. Green

America's industrial decline began four decades ago as business leaders, still imbued with the 1930s desire to squash unions, focused on a strategy to destroy organized labor at any cost. Since then, business mismanagement has gutted America's industries, Ernest D. Lieberman writes in his book, Unfit to Manage!

Lieberman traces the roots of American industry's competitive decline and offers a solution to the crisis—involve workers and their unions at all levels of management.

Identifying the origins of the nation's industrial decline, Lieberman cites the business decisions made following World War II to subsidize the transfer of American jobs and technology to foreign countries in search of lower wages and higher profits. He details how policies of business, government and universities have helped undercut the jobs of U.S. workers.

Lieberman shows how many companies have subsidized foreign competition and how the technology transfer, initially to Japan, has now moved to lesser-wage countries. The U.S. military, through co-production agreements, has given away to foreign competitors, technology that cost billions to develop here, he emphasizes.

Aiding in America's industrial decline is a misguided management strategy to flee decent wages and union labor at all costs. By undercutting wages and eliminating jobs in the United States, employers have threatened their own future as well.

Lieberman points out that American business continues to play global hopscotch in search of the lowest wage country. Production that was once transferred to Taiwan or Korea is now being sent to Haiti because Far East wages had reached $5 a day or more in many countries, while in Haiti they are $2.65 a day.

Unfit to Manage!

How Mismanagement Endangers America and What Working People Can Do About It
By Ernest D. Liebermann.
McGraw-Hill Book Co., 301 pp. $17.95.

While U.S. businesses that employ union workers are able to maintain adequate profit margins, those shipping jobs overseas say they can't afford to stay here and lay the blame for their decisions on unions, rather than their own corporate greed.

Lieberman warns that if American managements are allowed to escape blame for their own failures and if they don't radically improve their operations, America's doomed to being a second-rate economic power, and its workers to a lower, second-class standard of living.

The key to reversing the nation's head-long industrial plunge is to reverse managements' course. Drop the idea the "boss knows best," and boot out any thought that a top-down total control of workers will boost production. To operate effectively and efficiently, Lieberman says, "large organizations must get the full involvement of their employees. Full involvement means sharing in the decisions and rewards, as well as sharing the responsibilities, tasks and risks."

Workers have much to offer a management that respectfully seeks them out, Lieberman notes, and unions must be the conduit for change, for inserting "employees' intelligence into management." Without unions to do this, the task will be more difficult, take longer and be less successful. "America just doesn't have that much time and luxury left to respond to foreign competition."

SPENDING PRIORITIES

The Reagan Administration made a deliberate shift away from economic development, neglected the needs of low-income and impoverished Americans and imposed regressive changes in the tax structure—all in the name of the misdirected Reagan doctrine.

Reagan policies have had a dire impact on jobs, economic development and on states and cities.

Jobs and Training

The federal jobs and training effort shrank by 60 percent, between 1980 and 1987, in dollars adjusted for inflation.

International competitiveness, the rhetorical buzzword of the 1980s, depends in large part on a trained, able and fully employed workforce. Job training and assistance are needed for disadvantaged young people, the elderly, dislocated workers, and others who have special employment problems. Yet, this important area has been cheated.

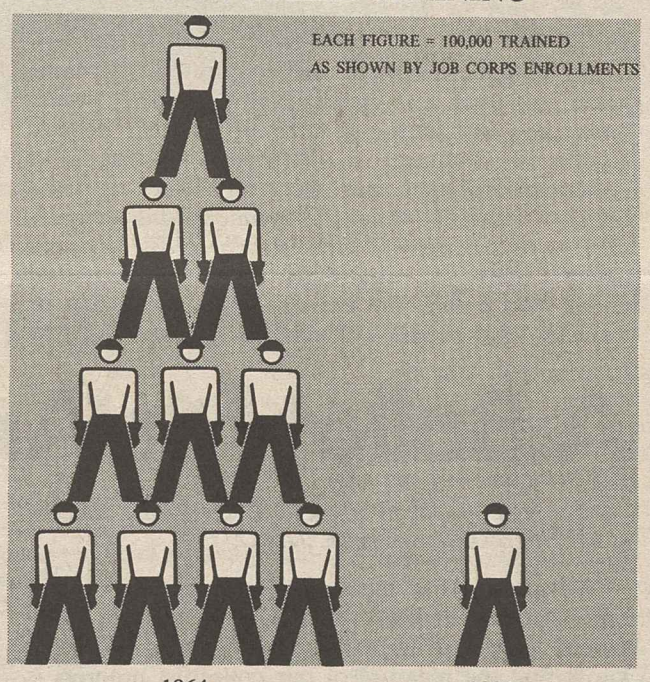
Since 1980, the federal jobs and training effort has shifted toward block grants to states under the Job Training Partnership Act. JTPA has been poorly funded and does not provide income support for trainees. Less than 5 percent of the unemployed receive any training. It also is industry-oriented and focuses on the most job-ready to the neglect of those in greater need of training and placement.

Public Service Employment, a significant source of employment and training in 1980, has been eliminated. Youth programs have been cut back, and the overall level of assistance shrunk. The Trade Adjustment Assistance program for workers who lose jobs to imports has been virtually eliminated.

The Job Corps program, with its network of more than 100 residential centers providing training in vocational skills and literacy for disadvantaged youth, has been under constant attack by the Administration, despite the program's success.

Begun in 1964, the Job Corps, with labor union participation, trained more than 1.2 milion youths. In 1986, 104,000 youths were enrolled, of whom 81 percent were school dropouts, 70 percent minorities, and 31 percent female. Of those completing the program, four of five were placed in jobs or went on to further education.

DECLINE IN WORKER TRAINING



Training and employment funding actually fell between 1980 and 1987 from about 2 percent of the budget to about one half of 1 percent. In 1987, if the federal government spent as big a share of the budget for training and employment as in 1980, it would have spent about $17 billion instead of less than $6 billion.

Low Income Programs

The number of poor people in America increased by 6 million between 1980 and 1983. The number of poor declined slightly in 1986, the latest year for which we have figures, but was still more than 32 million. That's three million more than in 1980 and means that about one in seven persons was in poverty in 1986.

Between 1980 and 1987, federal outlays for low-income people—programs such as medical care for the poor, assisted housing, aid to dependent children, food stamps, nutrition programs and the like—lost out in the yearly battles to lower the budget deficit.

A few program areas grew substantially, while others were squeezed out. Medicaid spending, for example, grew rapidly over the period, reflecting the rapid rise in medical costs.

Other important programs for low-income people suffered real cuts over the period or failed to increase enough either to keep up with inflation or to meet low-income needs.

Early in the 1980s, the Reagan Administration took many of the working poor off the Food Stamp and AFDC programs. While the overall budget rose by almost one-fourth, funds for the Food Stamp program dropped by 9 percent between 1980 and 1987, in dollars adjusted for inflation. Other social service programs either suffered real cuts or grew only slowly.

During the Reagan years, the rise in homelessness and the number of poor people coincided with the withdrawal of federal backing for assisted housing. During these years the Administration has sought to end federally-supported new construction for poor people under such programs as low rent public housing.

In the face of high and rising rents, a dwindling supply of low-cost housing, and long waiting lines for public units, the Administration has placed its support on cheap, short-term housing vouchers which depend on existing low-rent housing.

This approach fails to supply additional needed low-cost housing units, ignores rapidly rising rents in areas where there is a shortage of affordable units, and offers only short-term limited aid.

Budget authority for assisted housing was cut by three-quarters in real terms between 1980 and 1987, reflecting the Reagan policy. Subsidized new construction housing starts, mostly for rental units, fell from 183,000 in 1980 to about 23,000 in 1987.

Toward the Future

The gap between the federal government's receipts and outlays has widened sharply during the Reagan years. And, appropriately, much attention and concern has been voiced over the consequences of such a run-up of the nation's debt.

These overall numbers unfortunately tell only part of the story.

On the receipts side, there has been a major shift away from corporate and individual income taxes as the prime source of federal revenue to a much greater reliance upon the social security system for revenue. This makes the tax structure regressive by shifting away from taxes on individual and corporate incomes.

But, as important, the "surpluses" in the social security system have been deliberate and planned as necessary to assure the health of the system in the light of demographic and economic changes that are taking place. The surpluses were not to be used as a means to make the overall deficit look less bad.

On the spending side, a similar regressive pattern evolves. Programs that are directed at helping to solve important national problems have been short-changed because of the larger share of the budget devoted to defense and because of the imperatives of chronic budget deficits—like massive interest payments—and inadequate levels of revenue.

Prepared by Frank Parente, Economic Research Department

AFL-CIO news

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MEMO FROM COPE

Or: Whatever Happened to Quemoy and Matsu?

What *Not* to Count on in a Presidential Election

Political "observers" (the word applies to anyone who is *paid* to comment or write about, poll about or consult about political campaigns), because they must "observe" on a regular schedule to earn their keep, are forever telling the rest of us what to count on as crucial in a presidential election. Because they have to do it again and again and again (campaigns go on interminably, after all) there grows an endless and bewildering list of things to count on that will—they tell us—either clinch it or lose it for a candidate.

Here's an opposite list (by no means complete)—a list of what *not* to count on as ultimately decisive in a campaign:

• *Don't count on your candidate to clobber the other one in presidential debates.*

Richard Nixon's supporters were licking their chops when he ran against John F. Kennedy in 1960, saying "wait until our guy gets the other guy in the debates." Nixon will, they said, "mop him up and go on to victory."

Instead, the only thing Nixon mopped up in the first and most widely-viewed debate was his brow. He perspired gushingly. He looked ailing. His make-up person painted him pallid. He presented for public view an all-but terminal case of "Five O'clock Shadow." He was judged, on grounds of appearance alone, to have lost the debate badly.

Similarly, Jimmy Carter's rooting section salivated at the prospect of going mano-a-mano with Ronald Reagan in debate in 1980. Carter, his friends and "observers" said, would kayo Reagan with a flurry of facts to the jaw. Carter was earnest and poker-faced, delivering one fact after another, clearly Reagan's superior when it came to data command. Reagan just smiled on through, sort of wandered about his subject matter—*but* produced two lines (pre-rehearsed, to be sure) that "won" the debate for him in the public mind: "There you go again," he chided Carter, and "Ask yourselves: Are you better off today than you were four years ago?" he asked us to ask ourselves. Americans did, decided they weren't, and elected Reagan.

• *Don't count on the polls to foretell the result.*

There was poor Harry Truman getting clobbered by Thomas Dewey . . . . in the polls in 1948. Truman didn't have a chance, the polls (and the "observers") promised. His party was splintered. He was besieged from the left by Henry Wallace's Progressive Party, from the right by Strom Thurmond's Dixiecrats. He had come into office from the Vice Presidency, anyhow, and had never really built a strong public base. He was a loser, the polls said—all of them—right up to election day.

Today's pollsters claim they couldn't possibly be that wrong. Their procedures are more sophisticated. The field is light-years ahead of Truman's day, they say.

Don't count on it.

• *Don't count on the issues that seem to head the list early in the campaign to be decisive at the end of it.*

An extreme example, maybe, but a real one, again goes back to Kennedy-Nixon in 1960. Somehow, the candidates got hung up in their debates arguing about Quemoy and Matsu. At first, most Americans thought they were an Asian tag team but soon learned—thanks to Kennedy and Nixon—they were a couple of little islands off the coast of China. While the candidates argued ad nauseum about who owned the islands—mainland China or Taiwan—the papers and TV burst with Quemoy and Matsu as a "big issue" that could settle the election.

But by the time November rolled in, you'd have thought Quemoy and Matsu sunk into the Pacific. They were gone and forgotten. Maybe, like "Brigadoon," they'll resurface someday.

• *Don't count on any single group being the winning factor.*

Victory comes from the most votes cast by individuals, not groups. Obviously, groups with interests (whaddya know, "interest groups") play an important role in motivating and mobilizing individuals they represent. But "observers," because they must "observe" so often, at different times in a campaign tell you this group or that group is pivotal to so-and-so's chances.

People aren't that conveniently pigeon-holed, though. Among minorities, among union members, among women and men, among "born-agains," among college graduates—and yes, among Yuppies—there is a different geography, different family status, different age, different educational levels, different life experience. All these, and more, go into shaping viewpoint.

Truth is, in a close election, *any* group that actively supported the winner can justifiably claim some responsibility for victory—and usually does. But in a runaway election, it doesn't even matter.

So, there's a whole lot of things *not* to count on.

There are probably few you *can* count on: The issues that do grab hold in the end will be the enduring ones of jobs and the economy, education and family needs and security, health care and Social Security, other human welfare matters . . . . and peace. Also, the "feel" voters get from the candidates and the ability of the candidates to articulate a "vision" and make voters want to share it.

There is, of course, *one* thing you can *positively* count on: *Your own vote. It counts!*

Quick Quiz I

Who was the first American presidential candidate to run a "modern" campaign that included advertising paid by contributions from supporters?

Quick Quiz II

Who was the first presidential candidate to go over the $1 million spending mark?

Quick Quiz Answers
I. Andrew Jackson in 1832
II. James Garfield in 1880

Despite Gains, Dems Lag 3-1 in $$ Chase

Democrats are gaining.

But they're still way behind.

Republicans are losing.

But they're still way ahead.

That's a quick four-line nutshell report on the Great Money Chase of '88.

The most recent figures released by the Federal Election Commission show that as of the end of March, three major GOP committees—National, Senate, House—raised $97.2 million for the 1987-88 election cycle to that point. Their Democratic counterpart committees had raised $29.3 million.

That's better than 3-1 for the GOP.

What the disparity fails to show, however, is that over-all GOP collections were *down* 24 percent over the same period of the 1985-86 cycle, while Democratic in-take was *up* 24 percent.

The biggest single shift in comparative contributions occurred in the respective party Senate campaign committees, funding that goes into Senate races only. Democrats are riding the hot streak that began with a net gain of eight Senate seats in 1986. Contributions to the Democratic Senatorial Campaign Committee hit $8.5 million in the period ending March, a 41 percent increase over the previous cycle.

Meanwhile, the GOP Senatorial Committee, though pulling in $34.2 million, actually took a 34 percent drop. Despite that, the GOP holds a better than 4-1 margin in Senate funds.

A Ballot for America's Future

Excerpts of remarks by AFL-CIO President Lane Kirkland to the 79th NAACP convention, July 12, 1988.

We in the labor movement and you in the civil rights movement know that our agendas are intertwined in the struggle for human rights. We also know that the measure of our collective progress is tied to the instruments of government—and who controls them.

It's been seven years since we marched down Constitution Avenue together on Solidarity Day. We took to the streets that day to show with our numbers that we would not be silent in the face of the Reagan Administration's assault on the economic and social safety net which provides some measure of fairness in our society.

Today, it's Ronald Reagan's days that are numbered.

But let us not forget how hard these past eight years have been.

The labor movement and the civil rights movement stood shoulder-to-shoulder absorbing the body blows of the conservative agenda of the Reagan Administration. We won some victories—crucial victories—but mostly, we fought defensive battles while trusting that decent government—government of, by and for the people—would one day be restored.

The 1986 election tipped the scales back to a Democratic majority in the Senate.

United States senators from Georgia, Alabama and Louisiana were elected in 1986 with the largest minority voter turnout ever recorded in the South.

Rejection of the Bork Supreme Court nomination, overriding the President's veto of the Civil Rights Restoration Act, passage of the Fair Housing Amendments in the House of Representatives, and the recent overwhelming Senate passage of the Plant Closing Notification bill are all milestones of the 100th Congress. Looking back, the votes cast in the '86 Senate victories produced a change in the fortunes of the Reagan Administration.

But that was 1986. What about 1988? One of the most crucial presidential elections in American history is upon us.

More than at any time in recent memory, this election is about the future.

The decisions we make in November will determine the American agenda as we move in the 1990s and ever closer to the 21st century. At stake is the nation's well-being. The importance of this election cannot be overstated.

In the final analysis, government always comes down to people. Government is about people. Government is people.

More than most, we of the labor and civil rights movements are familiar with that noble equation. Because above all else, the civil rights movement and the labor movement are about people.

I, for one, have grown tired of government bashing. To those who would have us believe that government is the problem, I would remind them of something a prominent Republican from Illinois once said regarding the proper role of government.

"The legitimate object of government," Mr. Lincoln said, "is to do for a community of people whatever they need to have done, but cannot do at all in their separate and individual capacities."

At this crucial time in our history, there is indeed much to be done. It's time for the people to once again assume control of their government.

Following Up—Again

Once again, the nine U.S. senators newly elected in 1986 with the help of union voters came through solidly on a crucial issue in the Senate.

On the recent vote approving plant closing notification, 72-23, they were part of unanimous approval among Senate Democrats.

The nine are: Sens. Shelby (Ala.), Graham (Fla.), Fowler (Ga.), Breaux (La.), Mikulski (Md.), Reid (Nev.), Sanford (N.C.), Conrad (N.D.), Adams (Wash.).

AFL-CIO news

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UNION YES

Democrats unite behind Dukakis

Presidential candidate Michael Dukakis congratulates House Speaker Jim Wright at ceremony in Atlanta sending plant closing bill to the White House. Sen. Howard Metzenbaum and vice presidential candidate Lloyd Bentsen applaud. The backdrop banner reads: "60 Days, It's Only Fair."

Presidential ticket forged for all-out election drive

By David L. Perlman

Democrats left Atlanta to launch a 50-state campaign to regain the White House, optimistic that they have a pair of winners in Massachusetts Gov. Michael S. Dukakis and his Texas running mate, Sen. Lloyd Bentsen.

They will face a Republican ticket to be chosen next month but certain to be headed by Vice President George Bush. He's seen by Democrats as beatable this year—burdened by the policy blunders of the Administration in which he served and lacking the personal warmth that was President Reagan's political strength.

Bentsen defeated Bush in a head-to-head contest for the Senate in 1970. The consensus in both political parties is that this election will be hard and closely fought—in Texas and the other vote-rich states whose electoral votes will decide the presidency.

The AFL-CIO as an institution will formally enter the fray when the General Board meets on Aug. 24, after the Republican convention, to consider an endorsement. But labor's role hasn't been confined to just the Democracy at Work project that brought the unedited views of all announced Democratic and Republican presidential candidates to AFL-CIO members in union newspapers and magazines, and in video tapes shown at union halls.

Active role

Even though there was no early consensus among union members on a presidential choice, the AFL-CIO and its affiliates encouraged members to take an active role in the political process in support of the candidates of their choice.

At the Democratic convention, union members were in every state delegation—some as Dukakis delegates, some supporting Jesse Jackson, and some elected in the early primaries on slates supporting contenders who later dropped out of the race, including Richard Gephardt, Albert Gore and Paul Simon.

Labor's participation in the selection of presidential candidates doesn't mean that the federation "wears the collar of any political party," AFL-CIO President Lane Kirkland stressed.

If Republicans had shown comparable interest in attracting the support of workers, he suggested in remarks to a caucus of labor delegates, "more of our members would be going to New Orleans" for the GOP convention, "and that would vastly improve that gathering, too."

Broad platform

There were some skirmishes over the Democratic platform. But the convention clearly supported the concept of the party leaders that it be short enough for interested voters to read and reflect broad principles shared by most Democrats rather than an itemization of every parochial concern that has plagued past campaigns.

The platform stresses such family goals as "an indexed minimum wage that can help lift and keep families out of poverty, with training and employment programs—including child care and health care—that can help people move from welfare to work."

It says workers must have the protection "of an effective law that guarantees their right to organize, join the union of their choice, and bargain collectively with their employer, free from anti-union tactics."

Another section endorses the principle of pay equity for working women, rejects substandard wage competition for public contracts, backs family leave policies so that workers don't have to choose between

Continued on Page 3

New upturn in imports widens U.S. trade deficit

By Candice Johnson

A surge of imports pushed the nation's foreign trade deficit to $10.9 billion in May, up 6 percent from the revised April shortfall of $10.3 billion, the Commerce Dept. reported.

Exports were up 2 percent to $26.6 billion while imports grew 3 percent to $37.5 billion, the fifth highest monthly total on record.

For the first five months of the year, imports have grown by $20 billion over the year ago period and exports have increased by $30 billion.

AFL-CIO economist Mark Anderson said that the federation welcomes the reports of export gains, but warned that they aren't strong enough to balance the trade picture.

In the first five months of 1988, exports totaled $128.5 billion while imports amounted to $187.1 billion—a shortfall of $58.6 billion.

"To effectively trim the deficit, exports must continue to grow at double the rate of imports, and there isn't the capacity for that to happen," he added.

The nation must reduce imports by a sizable volume, Anderson stressed, adding that "America's inability to gain control of the import side of the equation means we will suffer substantial trade deficits for the forseeable future."

In manufactured goods, exports increased 28 percent in the January-May period while imports rose 13 percent. On an annualized basis, the manufactured goods trade deficit would reach $137 billion while the 1987 gap in manufactured goods was $154 billion.

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Union cards link delegates in different political camps

Atlanta—A record 751 delegates and 224 alternates to the Democratic National Convention were members of AFL-CIO unions, and Federation President Lane Kirkland told them that their participation assured America's working men and women a voice in the political process.

While television cameras were still looking for signs of discord on the morning of the convention's opening, the theme was solidarity at a caucus attended by the nearly 20 percent of the convention delegates who were members of AFL-CIO unions.

By presidential preference, 525 came to Atlanta committed to Michael Dukakis and 276 had been elected as supporters of Jesse Jackson. The others had won delegate spots in early primaries as supporters of other presidential candidates or had been sent to the convention uncommitted.

Kirkland stressed in his talk to the labor caucus that the federation's interest was that union members be part of the process.

They were in Atlanta to reflect the "legitimate concerns" of the candidates they supported, he said, and "we respect that."

Like other committed delegates, he said, union members should "dance with the candidate you came with."

Continued on Page 3

OMB review perils federal data

The Reagan Administration will subvert the activities of federal statistical agencies if the White House Office of Management & Budget gets its way, the AFL-CIO warned.

Under the proposed OMB guidelines, all government statistics would have to be reviewed by the White House before they are cleared for publication.

Federation economist Markley Roberts, in a letter to OMB, questioned the agency's need to know all the possible uses of data and to review statistical publications prior to their release.

"OMB has actively tried to subvert legislation enacted by Congress to protect the health and safety of workers and the general public," he declared.

In their present form, the guidelines "would be seriously detrimental to sound performance by many of the federal statistical agencies," Roberts emphasized. They include the Census Bureau, Bureau of Economic Analysis and the Bureau of Labor Statistics.

He expressed "concern about the persistent intervention by OMB" at regulatory agencies like the Occupational Safety & Health Administration and the Environmental Protection Agency.

Roberts, who chairs the BLS Labor Research Advisory Council, said the guidelines should not become standards or rules that will limit the collection of statistics.

Further, Roberts questioned the "across-the-board nature of the guidelines, their application to all federal agencies regardless of their mission."

The Council of Professional Associations on Federal Statistics raised similar concerns about implementation of the guidelines. It questioned whether the agency's clearance officers had sufficient ability to interpret the data.

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7/23/88

Court voids Texas picketing curbs

Panel finds state law 'infringes on constitutional freedoms'

Austin, Tex.—A federal appellate court struck down as unconstitutional state restrictions on "mass picketing" that the Texas AFL-CIO says have been used to break strikes and weaken unions.

The decision by a unanimous three-judge panel of the 5th Circuit U.S. Court of Appeals invalidated major provisions of a 1947 law that severely restricted picketing. Sections ruled unconstitutional included a ban on more than two pickets within 50 feet of an entrance to a struck establishment, or within 50 feet of another picket.

The law "infringes too severely on constitutionally protected freedoms," Judge John R. Brown wrote for the court. He termed it a "deterrent" to the exercise of First Amendment rights of freedom of speech and assembly.

The court's ruling came on a case involving a 1980 attempt by the unaffiliated Texas Farm Workers Union to organize onion field workers in rural Deaf Smith County. But it also applied to a case before the appellate court that involved picketing by the Rubber Workers in an organizing effort at Tyler, Tex.

In both cases, lower courts had held portions of the anti-picketing law unconstitutional and the appellate decision generally agreed with the reasoning.

The appellate court held that the law's severe restrictions, including the numbers and distance formula, were not necessary to the valid state interest in preventing violence in labor disputes.

Provisions of the law it found unconstitutional included a ban on "picketing accompanied by slander, libel, or the public display or publication of oral or written misrepresentations."

The decision also invalidated loosely drawn provisions to prohibit union action to "aid or abet a secondary strike, or secondary picketing, or secondary boycott" and barring picketing seeking employer recognition of a union that is not already the representative of a majority of the workers.

Restrictions lifted

It limited the scope of another provision of the law that made it unlawful for pickets to use "insulting, threatening or obscene language" against persons crossing picket lines. The decision noted various federal and state court precedents had already drawn a line between constitutionally protected insults and language that threatens the peace or is used to coerce or intimidate.

In the farm worker case, a restraining order obtained by an employers' association based on the state law reduced the forced withdrawal of about 90 percent of the union's supporters from the picket lines and forced abandonment of the attempt to win a contract in a state where farm workers had no right to collective bargaining.

The appellate court decision gave a graphic description of the joining of government and employer forces to block union organization.

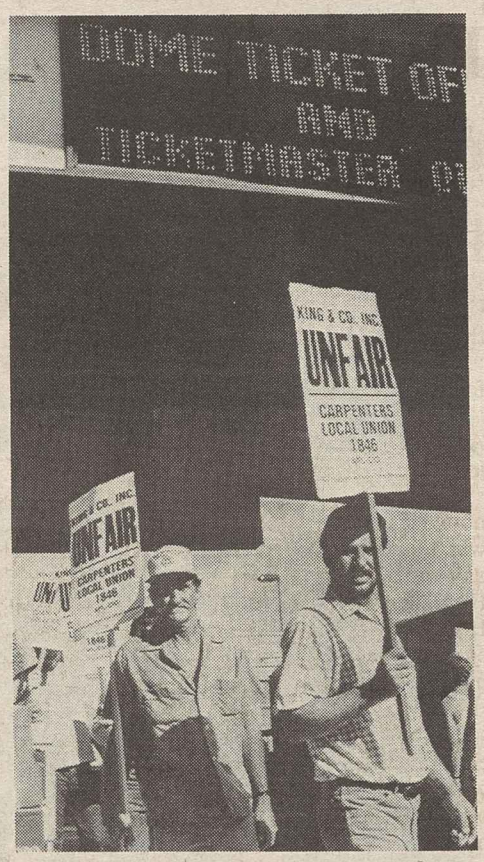
"At the very least," the court noted, there was "a severe conflict of interest" because the attorneys who sought and obtained a restraining order against the picketing on behalf of the growers were also county district attorneys who advised the sheriff on enforcement of the ban.

The decision pointed out that the three attorneys were empowered in their official capacity "with the authority to bring criminal prosecutions in the name of the state. As private attorneys, they were engaged to protect the interests of the growers."

Throughout the case, the decision noted, attorneys worked "both sides of the fence."

It cited community "hostility" to the union, a speech by the sheriff to a convention of vegetable growers in which he referred to the union organizers as "terrorists" preaching "communism and socialism." The court noted also that "the growers donated videotape equipment to enable the sheriff to film the protests."

Because of this gangup of private and state forces, the appellate decision upheld a state court's modest damage award of $500 for violation of the constitutional rights of a picket—the plaintiff in the test case.



No pay cuts

Carpenters picket the New Orleans Superdome, site of next month's Republican national convention, to protest a contractor's construction demand for wage cuts and elimination of pension fund contributions.

William McCarthy elected as president of Teamsters

The Teamsters' executive board elected William J. McCarthy president of the 1.7-million-member union to succeed the late Jackie Presser.

McCarthy, 69, fills the term that runs through May 1991. Weldon L. Mathis, who handled the duties of the presidency during the latter stage of Presser's illness, remains secretary-treasurer of the union.

McCarthy said, "I have no illusions about how tough this job will be. However, with the help of all the members of the general executive board, we as a team will overcome the many challenges facing this union and our members. It will take a lot of hard work by all of us and a renewed commitment to do what is best for our members."

The new IBT leader praised the strength of the union's top leadership. "Obviously, I don't have all of the answers to this union's problems. I will welcome the ideas and help of the other members of the board. The great strength of this board has been that we will argue and fight about an issue, but when the majority vote is taken, everyone stands behind the decision."

McCarthy said the IBT will ultimately be cleared of all charges made by the Justice Dept. in a suit against the union. A federal judge has denied the Justice Dept.'s attempt to take over the union's operations with a court-appointed trustee.

The new Teamsters president joined the union at 17 when he took a his first over-the-road trucking job. In 1941, he was made a shop steward and six years later was elected business agent of IBT Local 25 in Boston. In 1955, he won election as president of the local.

William J. McCarthy

In 1964, McCarthy was elected secretary-treasurer, and later president, of IBT Joint Council 10, an affiliation of Teamsters locals in New England. He was appointed an organizer for the international in 1967. He also is chairman of the New England Teamsters pension fund and the Local 25 health and welfare fund.

McCarthy serves on Massachusetts Gov. Michael Dukakis's Advisory Committee on Labor-Management Relations.

57,000 state workers in N.Y. to ballot on new agreement

Albany, N.Y.—The 57,000 members of the Public Employee Federation will vote by mail ballot in August on a three-year accord reached with the New York state government that provides pay raises totaling 15.5 percent.

The PEF, jointly affiliated with the Service Employees and Teachers, represents state workers in professional, technical and scientific jobs.

PEF President Rand Condell said "our members will make some unprecedented gains in the next three years in areas such as overtime and on-call eligibility." The union's executive board voted 68-31 to put the contract to referendum for approval. Voting will be completed by Sept. 8.

The previous contract expired Mar. 31. The state declared an impasse on June 15. The agreement calls for a 5-percent increase retroactive to June 9 or June 16, depending on pay period, with a 5-percent raise on Apr. 1, and 5.5 percent a year later.

In other contract provisions:

- Some 12,000 employees would be eligible for overtime pay beginning Oct. 1, 1990, and for on-call pay at 15 percent of their daily pay, effective July 1, 1990.
- Personal leave for workers hired after Apr. 1, 1982, will be added in steps, eliminating the two-tier leave system.
- The $1 million lifetime medical coverage cap was eliminated.
- A comprehensive study on stress in the workplace will be conducted, $5 million will be spent on child care and the maximum tuition reimbursement will be raised from $600 to $700 a year.

Collective bargaining, etc.

Fire Fighters in Chicago signed a four-year agreement with the city that provides a 15.5-percent wage increase over the contract term. The 5,000 IAFF Local 2 members—who approved the settlement by a 4-1 margin—also will receive a $1,250 lump-sum payment.

AFSCME Council 31 reached a similar four-year settlement with the city providing the same wage increase as the IAFF agreement and a lump sum bonus. The agreement, which covers 7,000 AFSCME members, will be submitted for a ratification vote.

More than 14,000 **Food & Commercial Workers** who work for 11 food chains in New York ratified a three-year contract that provides a weekly wage increase of $80 over the contract term for top-scale clerks and an hourly increase of $1.25 for part-time workers over the three-year period. The settlement reduces the age at which a workers can retire with full pension benefits from 62 to 60 and limits double time payments for Sunday and holiday hours.

The **Auto Workers** ended a seven-week strike at Textron Corp. in Stratford, Conn., after the 240-member local ratified a new three-year agreement. More than 1,900 members of UAW Local 1010 had ratified an agreement providing lump-sum payments and a 3 percent raise in the third contract year earlier this month. But the 240 members of UAW Local 376 continued their strike and union members refused to cross their picket line until an agreement was reached. Textron makes gas-turbine engines for tanks, military and civilian helicopters and other vehicles.

Arizona copper workers—members of the **Steelworkers**—will collect $10.7 million in profit-sharing bonuses for the April-June period under a collective bargaining agreement negotiated with the nation's copper producers. The bonuses are based on hours worked and the average price of copper as listed by the New York Commodity Exchange, adjusted for inflation. The 3,400 USWA members at Magma Corp.'s San Miguel and Pinto Valley operations will receive quarterly bonuses of as much as $2,730, while 700 workers at Inspiration Co. mines will receive up to $2,064. For the year the bonus plan has been operating, workers have received more than $34.8 million, the USWA said.

Negotiations between Weyerhaeuser Corp. and two unions representing nearly 6,400 loggers and millworkers broke off with no new talks scheduled. The **Woodworkers** and the **Carpenters** are seeking improvements in the profit sharing plan that was established in 1986 to restore wage and benefit cuts.

Meanwhile, 8,000 union members at five companies remain on strike—2,400 at Champion International Corp.; 1,200 at Willamette Industries; 1,200 at Simpson Timber Co.; 1,000 at DAW Forest Products Inc., and 2,100 at Boise Cascade Corp. Workers at those companies want the same contract as one agreed to by Bohemia Inc., which restored the 1986 wage cuts, included annual wages increases, restored two holidays and increased pension fund payments.

Food & Commercial Workers in St. Louis ratified new three-year agreement that restore wage cuts imposed three years ago. The contracts, which cover 11,000 workers at National Supermarkets Inc., Schnuck Markets and Dierbert Markets, give senior employees a 35-cent hourly wage increase in the first contract year, a 30-cent increase in the second and two lump-sum bonuses. Those at the top of the wage scale will receive an immediate 25-cent hourly increase and three bonuses. Other benefits include improved health, welfare and pension coverage, changes in scheduling and a ban on random drug and alcohol testing. The agreement will run through June 1991.

Flight Attendants won a representation election at Carolina Coast Air in Charlotte, N.C., when 35 attendants voted to join the union. The election, conducted by the National Mediation Board, was the fourth victory this year in the AFA's campaign to organize smaller regional carriers.

Clothing & Textile Workers at seven Bibb Co. plants in Roanoke Rapids, N.C., ratified a new three-year contract that provides improvements in health and welfare insurance, expands pension coverage, increases "call-in" pay and establishes a union-management scholarship program. Bibb had purchased the plants owned by J.P. Stevens & Co. earlier this year.

Workers at Golden Belt Co., a printing plant in Randleman, N.C. ratified a first contract. The 30 workers voted to be represented by the **ACTWU** last December. The agreement provides a 14 percent wage increase over three years, ten paid holidays, increase shift differential and overtime pay and expanded health and welfare benefits.

Teamsters struck six food distribution centers operated by Fleming Companies Inc., in northern California. Earlier this year, Fleming slashed hourly wages and benefits of members of IBT Local 70 by as much as $4.30, while refusing to negotiate economic issues with clerical workers who are members of IBT Local 856. A third union, IBT Local 150 is seeking parity in wages and benefits with other drivers and warehouse workers. Contracts with those unions have expired, while three other locals—IBT Locals 287, 588 and 853—walked off the job in support of the strikers.

Democrats set unity campaign for presidency

Continued from Page 1

their children and their jobs, and assails "seven callous years of lowered and unenforced occupational safety standards."

Trade policy should be "to export more American goods and fewer American jobs," the platform declares.

The platform's endorsement of "advance notice of plant closings and major layoffs" was reinforced on the convention's opening day when Dukakis and Bentsen joined House Speaker Jim Wright and Ohio Sen. Howard M. Metzenbaum for a ceremony enrolling the plant closing bill Congress passed the previous week. That's the final step before a bill is sent to the President.

Dukakis began the campaign as one of eight Democratic contenders in a contest with no clear favorite. He was little known beyond Massachusetts, where his performance in a second term as governor had earned him high marks for competence and leadership.

Wide participation

More than 23.2 million voters took part in the Democratic presidential primaries, and Dukakis received 42 percent of the vote. Jackson's share was 29 percent. Gore, at 14 percent, was the only other contender in double-digit figures. By regions, Dukakis led decisively in the East, Midwest and West, but trailed both Gore and Jackson in the South.

Dukakis showed a remarkable breadth of support, except among black voters who overwhelmingly cast their ballots for Jackson, and was the clear winner in the states with the most electoral votes.

A key factor in choosing a running mate was the awareness that the once solidly Democratic South has been Republican in recent presidential elections except when a southerner has been on the ticket.

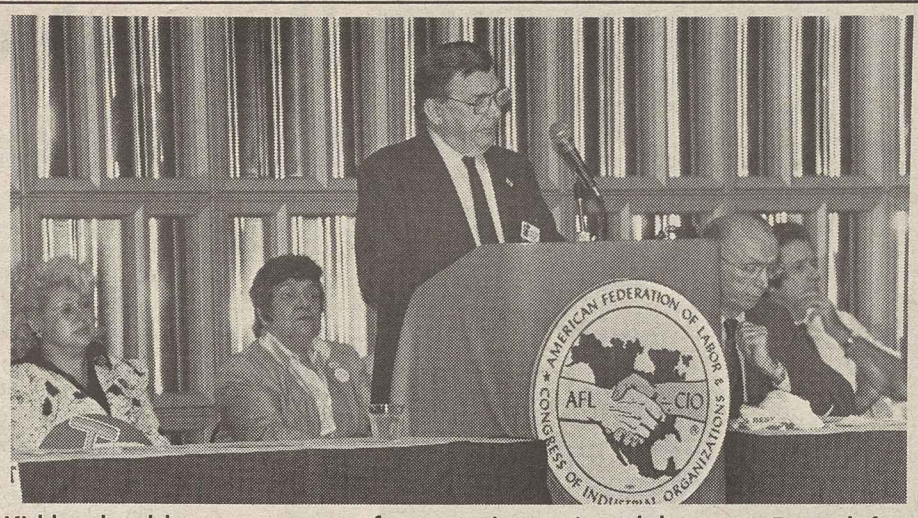
That was the arithmetic that resulted in the surprise selection of Bentsen, a courtly Texan highly respected by his Senate colleagues but on the conservative wing of the political mainstream. His COPE voting record barely tops the 50 percent "right" mark for his Senate career but it improved significantly last year. For the first session of this Congress, Bentsen was "right" on eight of 10 votes on the AFL-CIO scorecard.

As expected, it was Jesse Jackson who moved the convention with his eloquence as the voice of forgotten and left-out Americans.

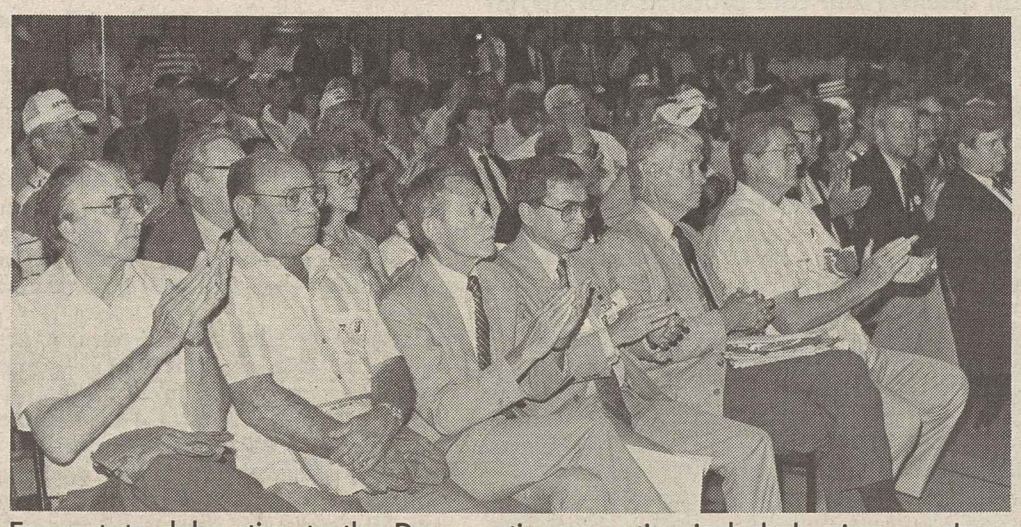
Machinists President William W. Winpisinger nominated Jackson as the candidate who has "brought us together" and as "a champion of worker rights."

But there was never any doubt that the party's new quarterback was Dukakis, a first-generation American success story who brought to government a dedication to public service, a reputation for high competence and personal integrity.

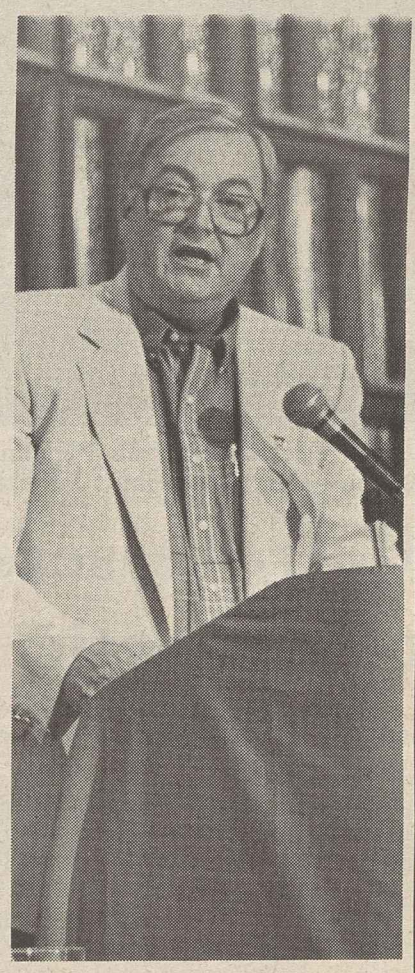
The next months will tell if that's what the voters are buying this election year.



Kirkland addresses caucus of convention union delegates. From left, Gloria Betancourt of the Teamsters, CLUW President Joyce Miller, AFL-CIO Sec.Treas. Donahue and AFGE President Kenneth Blaylock.



Every state delegation to the Democratic convention included union members.



COPE Director John Perkins

Union ties provide fraternal bridge for delegates from different camps

Continued from Page 1

Kirkland noted that labor's role in the electoral process began before the primary season got under way, when the AFL-CIO and its affiliates brought the views of the presidential contenders in both political parties to union members—in print and on video tape.

The Democracy at Work program, Kirkland suggested, made union households "the best informed voters in America." Its culmination will be AFL-CIO General Board meeting on Aug. 24, when representatives of all unions will consider which presidential ticket will be best for the nation and its workers.

Kirkland and COPE Director John Perkins stressed that the mobilization of labor's volunteer workers will begin immediately—not just in preparation for the presidential campaign but for the elections that will shape the new Congress, determine control of the state houses and the makeup of the state legislatures.

The breadth of labor representation at the Democratic convention was reflected in the introductions of top union officials at the labor caucus.

The list included Presidents Morton Bahr, Communications Workers; Moe Biller, Postal Workers; Kenneth T. Blaylock, Government Employees; Juel D. Drake, Iron Workers; Angelo Fosco, Laborers; Robert A. Georgine, Building & Construction Trades Dept.; John A. Gannon, Fire Fighters; John T. Joyce, Bricklayers, and Richard I. Kilroy, Transportation Communications Union.

Also, Presidents Sigurd Lucassen, Carpenters; Jay Mazur, Ladies' Garment Workers; Gerald W. McEntee, AFSCME; Joyce Miller, Coalition of Labor Union Women; Lenore Miller, Retail, Wholesale & Dept. Store Union; Albert Shanker, Teachers; Jack Sheinkman, Clothing & Textile Workers; Vincent R. Sombrotto, Letter Carriers, John J. Sweeney, Service Employees, and Lynn R. Williams, Steelworkers.

Communications network

COPE's special role at the convention was to assure that union delegates, regardless of their presidential preferences, would have quick and reliable information on fast-changing developments and parliamentary maneuvering tactics that typically are part of political conventions. It emphasized two-way communications to enable rumors to be quickly checked out and word on new developments to be passed on.

Union members staffed a convention floor operations room that was in regular contact with 18 AFL-CIO regional floor managers through radio and special phones. Floor managers were responsible for relaying information to labor delegation leaders in each state. In the larger states, each group leader was an information link to seven other union delegates.

While it didn't involve the convention floor communications network, AFL-CIO Sec.-Treas. Thomas R. Donahue was able to alert delegates at the caucus to plans for the joint news conference by Dukakis, Jackson and Lloyd Bentsen to announced a unity accord that dispelled concerns over a divisive convention.

The caucus also heard reports from AFL-CIO staff members monitoring such areas as delegate credentials and party platform issues.

SEIU's John Sweeney briefed the delegates on the Justice for Janitors campaign in Atlanta and its picket line efforts to prod real estate developer John C. Portman into good faith negotiations.

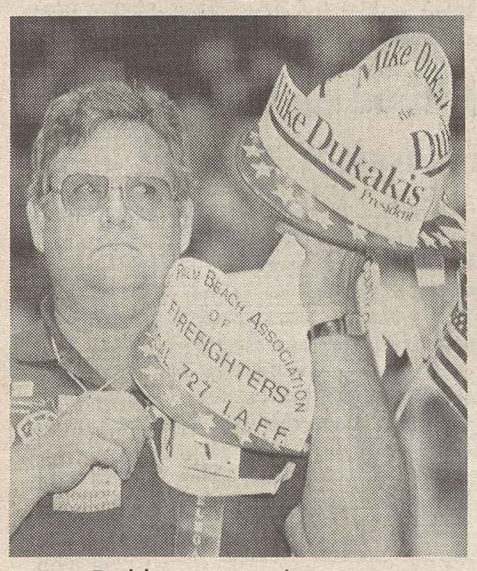
Carrying out the labor solidarity theme, several delegates spoke to the caucus about trade union battles in which their organizations were involved.

Labor battles

Charles E. Bryan, who heads District 100 of the Machinists, reported on the battle of Eastern Air Lines unions against union-buster Frank Lorenzo. Farm Workers Vice President Dolores Huerta urged continued active support for the UFWA's boycott of nonunion grapes. Teamster Gloria Betancourt, a California delegate, reported on the year-long strike and boycott by IBT locals in Salinas and Modesta against United Foods, and Bill Meserve, president of Paperworkers Local 14 in Jay, Me., reported on the strike/lockout at International Paper Co. plants in Jay and three other locations—Mobile, Ala.; Lock Haven, Pa., and DePre, Wis.

The caucus ended with a COPE reminder that reiterated Kirkland's pledge that in the crucial period before the election, "we will pursue our responsibilities in the areas of education, registration and get-out-the-vote with all the vigor that undergirds the spirit of trade union solidarity."

Sidelights from convention notebook



Harry Dahl came to the Democratic convention wearing two hats, and proud of them both. The Florida Fire Fighter, a Dukakis delegate, was one of the 975 convention delegates and alternates who were members of AFL-CIO unions.

Katharine Dukakis, wife of the Democratic presidential candidate, grew up in a union family.

Her father is Harry Ellis Dickson, associate conductor laureate of the Boston Pops and for many years a violinist with the Boston Symphony.

He's been a member the Musicians for more than 45 years, keeps his union card up to date, with AFM Local 9-535.

Dickson will turn 80 the week after election day, but he still is in demand as a guest conductor—especially at presidential inaugurations.

* * *

Labor had its own television network at the Democratic convention, courtesy of the Communications Workers.

The CWA's "Convention Week Alert Television" was a three-hour daily program transmitted to 8,600 Atlanta hotel rooms. It included interviews and issues discussions with members of Congress and other public figures, along with convention highlights and a video bulletin board.

CWA's widely distributed program guide listed films and programs produced by some 20 unions and allied organizations.

* * *

AFSCME reported the largest number of delegates of any single union—a record 210 delegates and alternates. That compares with 108 at the 1984 Democratic convention, 76 in 1980 and 58 in 1976.

* * *

Federal and postal worker unions trailed in delegates because the Hatch Act prohibits their active members from being convention delegates. Staffers, retirees and auxiliary members were left to carry the union flag. But among those able to participate without losing their jobs, the Letter Carriers came up with a unique husband-wife combination. Hubie Dabner, a retired letter carrier from Indianapolis, was a Jackson alternate. His wife, Faye Dabner, was a Dukakis delegate.

UFCW Vice President Beth Shulman displays hair care products that do not list ingredients. At right is Edith Khatami, a victim of toxic chemicals.

Hairdressers seek labeling of cosmetic health hazards

Legislation requiring ingredient labeling on all cosmetic products and expanded oversight authority for the Food & Drug Administration are needed now to protect workers and consumers from toxic chemicals routinely used in beauty and hair care concoctions, the Food & Commercial Workers told Congress.

UFCW Vice President Beth Shulman, director of the union's professional hair care and beauty trades division, said that the lack of regulations in the $17-billion cosmetic industry has produced a situation where "the average consumer runs a greater risk going to the hairdresser than buying a cosmetic off the shelf."

Testifying before the House Subcommittee on Regulation & Business Opportunities, Shulman emphasized that the government has "no authority to require cosmetic manufacturers to test their products for safety or effectiveness, or even supply such information on ingredients, consumer complaints or test data. It's "almost impossible for the government to determine what chemicals are in cosmetic products, what cosmetics are causing health problems for consumers or workers, or whether they do what the label states," she said.

"The cosmetic manufacturer is not even required to inform the FDA that a product or even the manufacturer exist," she added.

47,000 injured

Shulman noted that last year, according to Consumer Product Safety Commission figures, 47,000 people were sent to the hospital from injuries caused by cosmetic products. A late 1970s Government Accounting Office report found more than 100 regularly used cosmetic ingredients were known or suspected carcinogens, 24 were suspected of causing birth defects and scores more were known nervous system toxins.

Despite a 1986 government study showing that one in 100 hairdressers will die from cancer caused by continued use of aerosol hair sprays containing methylene chloride, the FDA has failed to regulate the substance, she said.

Some UFCW members have had to leave the barber and beauty trades because of daily toxic chemical exposures, she said. Their health problems range from allergic reactions, burns, rashes, skin disorders, respiratory infections, headaches, nausea, miscarriages, cancer, neurological damage and other disorders.

Permanent injury

Edith Khatami told the subcommittee she worked in a small beauty shop in Cupertino, Calif., styling wigs from 1982 to 1985. Continued exposure to hair sprays containing methylene chloride in the poorly vented room damaged her nervous system, causing "cognitive disfunction and occupational asthma." She now has to walk with a cane and suffers memory loss. A co-worker suffers a similar fate. "The most horrible part is that I know I will always have this condition," she testified.

Kristie Smith of Portland, Ore., told congressmen that she had to quit beauty school after 10 months because the unlabeled hair care products she used caused her to feel "like I was underwater. There would be times that my chest got so tight I couldn't catch my breath, and I would turn purple and have to leave the room." The school's management "frowned on me leaving the room so often." Their response, she testified, was "stop complaining."

At 24, she was diagnosed with irreversible occupational asthma. She testified "nothing I worked with was labeled—and it took my lawyers a long time to figure out the ingredients." The school sued her for not paying for the final two months that she did not attend. She in turn sued the school and settled, but "it never occurred to them that they had a responsibility" for my condition.

Pay raises up slightly in '88 contract survey

Manufacturing sector gains 3.7 percent

Major collective bargaining agreements reached with private industry employers for the first six months of 1988 provided median first-year wage increases of 2.4 percent, a Bureau of National Affairs survey showed.

In non-contruction industries, the median first-year wage increase was 2.5 percent in the January-June period, up from 2 percent a year ago. In construction, contracts provided first-year wage gains of 1.3 percent, compared to 2 percent in the year-ago period.

Manufacturing workers realized first-year wage gains of 2.1 percent, up from 1.3 percent. But when lump-sum payments are included in the wage calculations, manufacturing workers received a median first-year wage increase 3.7 percent.

For unionized workers in all industries, including the lump-sum payment raised the 1988 first-year median wage increase to 3.5 percent, with increases of 2.3 and 2.6 percent in the second and third contract years.

Without the lump sum increases, 40 percent of the agreements in the survey provided wage gains of 2 to 4 percent, 14 percent called for raises of 4 to 6 percent and 24 percent called for no increase.

Median wage increases for unionized workers in all industries were 3 percent and 2.9 percent for the second and third contract years, BNA found, compared to second- and third-year gains of 2.8 percent for the year-ago period.

The BNA analysis was based on a review of 538 collective bargaining agreements covering more than 1.1 million workers at companies with at least 50 workers.

More than 30 percent of the contracts included lump-sum payments, up from 23 percent in the first six months of 1987. Industries negotiating lump-sum payments included petroleum, paper and machinery manufacturing, wholesale and retail trade and utilities.

Benefit changes

About 76 percent of the agreements showed changes in worker benefits, BNA said, with improvements or modifications to health insurance and medical coverage occuring in 81 percent of those contracts. Pension benefits were altered in about half of those accords reporting benefit changes, with 57 contracts showed increased monthly benefits by an average of $2.36 per year of service. Of those agreements specifying total holidays, the average was 9.7 per year over the contract term.

Other contract gains noted by the BNA report include job security, 401(k) savings plans, parental and maternity leave and revised work rules.

Two-tier wage systems were included in only 7 percent of the first-half 1988 agreements, down from 12 percent in the year ago period.

Sixty percent of the contracts surveyed covered a three-year period, 27 percent were for two years, 8 percent covered more than three years, and 5 percent were for one year or less.

Median first-year wage increases—excluding the lump-sum payment—ranged from 4.1 percent in New England and 4 percent in the mid-Atlantic states to 2 percent in the Southwest and 2.1 percent in the West, Midwest and Rocky Mountain states.

International Paper lockout faces hefty backpay liability

New Orleans—International Paper Co. will be liable for millions of dollars in backpay if a National Labor Relations Board complaint, charging IP permanently subcontracted out the work of its locked-out maintenance employees, is upheld.

IP locked out some 1,200 Paperworkers from its Mobile, Ala., plant in March 1987 and permanently subcontracted the maintenance work to BE&K in August 1987. Ten months later, however, the giant papermaker changed that contract to a temporary one to limit its potential backpay liability.

The NLRB complaint is significant in that it addresses the question of whether a company violates the Taft-Hartley Act by hiring permanent replacements or subcontracting out the work of the locked out employees. A 1986 labor board decision held that firms could hire temporary replacements for locked out workers.

NLRB Regional Director Frank H. Malone said that although the subcontracting covered only maintenance work, back pay could be awarded to all 1,200 locked out workers. The union said back pay could run between $25 million and $40 million.

The UPIU represents 2,300 other workers on strike at three IP facilities and 8,000 who are working without contracts at 13 other plants. Agreements will expire at 10 more plants by the end of the year.

The union recently resumed its corporate campaign against IP after members overwhelmingly rejected the company's latest contract offer because it did not guarantee jobs for those on strike or locked out, a key bargaining goal. IP offered only preferential hiring rights at the four plants directly involved in the dispute and outplacement preference at other IP locations.

"Provisions should be made first for long-time employees to return to jobs in the communities in which they have lived and worked," UPIU President Wayne E. Glenn said. "To offer outplacement rights is a slap in the face to our members."

Senate panel backs parental leave

The Senate Labor & Human Resources Committee voted 11-5 approval of a labor-supported parental and medical leave bill similar to legislation awaiting action by the House.

Both measures would assure covered workers the right to take up to 10 weeks of unpaid leave in a two-year period to care for a new baby or a sick child. Any health benefits they were already receiving from their employer would be continued during the leave period, and workers would be guaranteed their job back or an equivalent job on returning to work.

Eligible workers could also take unpaid leave under the same conditions during their own serious illness—up to 13 weeks in the Senate bill, 15 weeks in the House version.

Extent of coverage

The Senate bill, introduced by Sen. Christopher J. Dodd (D-Conn.) with some 30 cosponsors, covers workers in establishments with 20 or more employees. The House version initially would cover firms of 50 or more, dropping to 35 after three years.

Both bills were pared down from measures introduced at the start of Congress. The earlier versions had stalled in the face of strong employer opposition, especially among small business groups, and the Reagan Administration's hostility to any form of "interference" with employers.

But the parental leave concept has been gaining public support, and a Government Accounting Office finding that the cost to employers would be negligible has defused some of the opposition.

In a letter to Senate committee members before the vote, AFL-CIO Legislative Director Robert M. McGlotten stressed that the big increase in the number of women working outside the home "requires new policies accommodating work life with family life."

McGlotten termed the bill "a reasonable and modest approach toward the goal of ensuring that working Americans can care for their families without losing their jobs."

The House is expected to vote on its bill in mid-September, and Dodd said he expects a Senate vote in October, before Congress adjourns.

Neither of the bills would reduce the existing benefits of any workers, such as paid sick and maternal leave provided under union contracts.

AFGE pact brings benefits to 60,000

The Government Employees reached a three-year agreement with the Social Security Administration that establishes alternative work schedules and expands child care assistance for 60,000 workers.

AFGE President Kenneth T. Blaylock called the contract "the beginning of a new and improved era in labor-management relations." He said it will benefit "employees, management and the American peoplewho depend on the vital services provided by the Social Security Administration."

AFGE and other unions representing federal workers cannot negotiate over salaries and financial benefits because those rates are set by the government.

For the first time on a national basis, the three-year agreement provides for alternative work schedules and flexible hours for social security employees. The contract also resolves past disputes over hours and improves opportunities for handicapped workers.

The contract will be submitted to AFGE members for a ratification vote.

Johansen reappointed to Labor Board seat

President Reagan has renominated Wilford W. Johansen to a five-year term on the National Labor Relations Board. Johansen has been a board member since 1985 when he was named to complete the term of Howard Jenkins Jr.

Although nominations to the NLRB must be approved by the Senate, an appointment made during a congressional recess would allow Johansen to serve without being confirmed. The full five-year term would expire Aug. 27, 1993.

Earlier this year, Reagan tapped NLRB Deputy General Counsel John Higgins for a board seat. But Higgins's nomination has been blocked by Senate Republican conservatives with stiff opposition from the National Right to Work Committee.

Current board members beside Johansen are Chairman James Stephens, Mary Cracraft and Marshall Babson, who is planning to leave the NLRB in August.

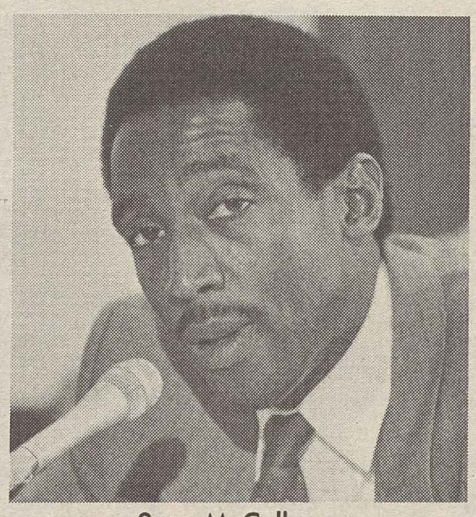
NLRB 'delay of justice' assailed at House probe

Rep. Tom Lantos (D-Calif.), whose Government Operations subcommittee regularly monitors the performance of the National Labor Relations Board, thinks the NLRB should be penalized the length of several football fields for its "outrageous" delay in remedying the injustice done to former Seattle Seahawk Sam McCullum more than five years ago.

An NLRB administrative law judge ruled that McCullum, a highly regarded wide receiver had been "discriminatorily discharged" because of his union activity. McCullum was his team's National Football League Players Association representative—the equivalent of a shop steward.

The judge ordered McCullum's "immediate and full reinstatement" with back pay. But as McCullum testified at the House hearings, he never did get rehired or compensated by the Seahawks. He was able to prolong his NFL career by a season with the Minnesota Vikings after being waived by the Seahawks. But his former team's management, taking a lesson from other anti-union employers, appealed to the full NLRB and the case never has been decided.

The NFLPA's attempt to prod the NLRB to act, McCullum testified, merely



Sam McCullum

brought a form letter response that "the board regrets the delay" but "a decision will be forthcoming in the not too distant future."

That was two years ago, and McCullum testified that he is still waiting. He was fortunate to be able to find a nonfootball job for which he was qualified—as director of the State of Washington's Traffic Safety Commission. But he told the House panel that the right of professional football players to union representation has been clipped by the awareness that the system doesn't work.

The average length of an NFL player's career is only about five years, McCullum noted. While obviously his playing days are over, he is still waiting for the opportunity to negotiate a settlement of his reinstatement and backpay award.

Lantos said he was "deeply troubled" at the NLRB's stalling. The case, he noted, doesn't deal with complexities such as hot cargo agreements or secondary boycotts, but merely "the discharge of one individual" who has been denied his rights.

"The National Labor Relations Act protects the right of workers to engage in union activities whether their job is catching footballs or catching sides of beef at IBP," Lantos stressed.

He criticized the NLRB for its haphazard processing of cases. A union that operated a hiring hall in such a fashion, Lantos said, "would be breaching its duty of fair representation." By the same standard, he suggested, the labor board "is breaching its duty to the people who depend on the agency" to protect the rights of workers.

Another witness, A. Blaine Volvich of Pittsburgh, testified that he is still waiting for the NLRB to act nearly seven years after he was fired from a part-time job as a bartender for complaining about conditions on behalf of his fellow workers.

"All we can offer you is sympathy," Rep. Barney Frank (D-Mass.) told him, "because there are people on the NLRB who will not do their job."

Board response

NLRB officials, including Chairman James Stephens and General Counsel Rosemary Collyer, acknowledged continuing problems of delays in the decision-making process but said the overall record shows most cases settled without undue delay.

Stephens noted the turnover of board members and the delays in appointment and confirmation of their successors has limited the ability of the NLRB to dispose of contested cases.

Collyer praised the dedication and skills of her staff in Washington and in the NLRB field offices, but noted that both budgetary limits and the relatively low pay the agency can offer to attract promising law school graduates have led to "unprecedented turnover" among staff attorneys.

Fire Fighters prod OSHA to update safety standards

The Fire Fighters called for a comprehensive updating of the Occuaptional Safety & Health Administration's fire brigade standard, charging that the agency has ignored the need to strengthen the rule.

In testimony before the House Subcommittee on Health & Safety, the IAFF urged Congress to see that OSHA begins action to update the fire brigade rule along the lines of a stronger, standard drawn up by the National Fire Protection Association.

More than 500 firefighters have been killed on the job in a recent 10-year span, the union pointed out.

Noting that there was an average of 53 line-of-duty deaths per 100,000 firefighters annually during the period of 1977 to 1986, IAFF Governmental Affairs Director Harold Schaitberger told the subcommittee that firefighting is more dangerous than occupations such as construction, police work and agriculture. Yet under the current OSHA regulation, adopted in 1980, firefighters face unnecessary risks as departments are permitted to issue equip which is "unsafe—even deadly."

"A complete head-to-toe set of standards designed specifically for firefighters is now available to OSHA," Schaitberger said. The NFPA standards were developed with input from firefighters, fire chiefs, manufacturers, researchers and other interested parties, he pointed out.

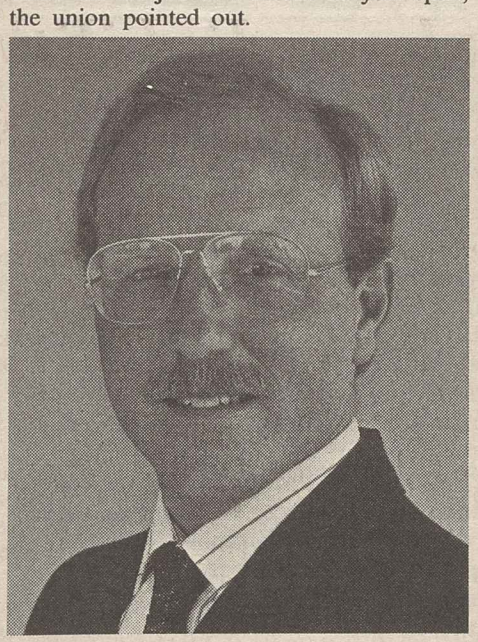
Outdated standard

Schaitberger said that since the OSHA standard was promulgated in 1980, the NFPA has developed new rules on gloves, footwear, uniforms, personal alert safety systems, self-contained breathing apparatus and elements of what constitutes an acceptable fire department safety and health program. Schaitberger faulted provisions of the OSHA rule that were drawn up from general industry requirements, rather than applying specifically to firefighting.

Calling the respirator provision "archaic," he noted it was drawn up in 1919 for equipment used in mining and was last revised in the 1940s.

The OSHA rule should require the use of personal alert safety systems emit a loud signal that can be activated manually or automatically after 30 seconds without movement, the IAFF stressed. Such systems can help locate firefighters trapped in buildings.

Schaitberger said a mortality study conducted by the union and the National Bureau of Standards showed "over 40 percent of firefighters who have died in the line of duty would be alive today if they had been provided with these inexpensive devices."



R. Steve Bell

Steve Bell elected NATCA president

The National Air Traffic Controllers Association elected R. Steve Bell president in the union's first nationwide balloting for top officers.

Bell, 35, became NATCA's eastern region representative in 1986, shortly after the union was founded.

He also served as president of NATCA's New York terminal local and has been a controller with the Federal Aviation Administration for six years.

Bell defeated Fred Gilbert of Chicago by a 1,948-1,138 vote, John E. Thornton announced. Thornton will remain NATCA's congressional representative.

NATCA members also elected seven regional representatives who will be seated on the union's executive board. Mail ballot run-off elections will held for executive vice president between candidates Raymond Spickler of Kansas City and Karl Grundmann of Los Angeles.

Washington-based NATCA is an affiliate of the Marine Engineers. The 5,800-member NATCA is the successor to PATCO, which President Reagan busted in 1981 when he fired 11,000 striking air traffic controllers.

Trade aid

A bipartisan group of senators is urging quick action by Congress to replenish trade adjustment assistance funds that have already run out in 10 states and will be exhausted nationwide by the end of the month.

The Labor Dept. has requested a $49-million supplementary appropriation to meet the government's obligations to workers whose jobs have been wiped out by imports and who are enrolled in training programs to prepare them for otheremployment.

The request is being considered by the House Appropriations Committee and the senators asked Committee Chairman Jamie L. Whitten (D-Miss.) to speed action on the measure.

Post bias charges

Newspaper Guild President Charles Dale tells the press why sex, race and age discrimination charges have been filed against the Washington Post, where 1,400 Guild Local 35 members have been without a contract for two years. Post management has refused to address wage disparities and other discrminatory employment practices, Dale said. At right is Local 35 Administrator Sandi Polaski.

South Dakota Fed fights bid to curb needed tax revenues

Huron, D.C.—Delegates to the South Dakota AFL-CIO convention outlined an agenda for next year's session of the state legislature and voted opposition to Proposition 2, a measure that would limit state tax revenues and force cutbacks in public services.

Besides opposing Proposition 2, which will be on the November ballot, the delegates took a stand against random drug testing of workers, assailed use of polygraphs in the workplace, and called for a law to give state employees the right to bargain over wages, benefits and working conditions.

An ad hoc committee will be set up this fall to review the bills that have been prefiled for the next legislative session, and to determine which bills should receive state federation support.

The convention directed the State AFL-CIO to operate a hot-line number to keep union members updated on the progress of bills during the next legislative session.

The convention proposed that union-made products and services in the state be listed in a directory that will be given to union members and libraries.

Jack E. Dudley was re-elected by the 65 delegates to a new four-year term as the state federation's president-financial secretary. Ben Aning of the Food & Commercial Workers was elected first vice president and John E. Hanson of the Steelworkers as second vice president, both for two-year terms.

Newly elected vice presidents include Gary Job of AFSCME and Douglas Zastrow and Dennis Nielsen of the Electrical Workers. Re-elected as vice presidentswere: Paul Aylward of AFSCME, Rose Bailey of the Communications Workers, Randy Flan agan of USWA and Charles Good of the Machinists.

Union Privilege news service launched

The Union Privilege Benefit Programs launched a newsletter and news service to aid unions, local leaders and labor editors in keeping their membership up-to-date on the progress of current services and new benefits.

The premiere issue of Union Privilege News & News Service was mailed to 5,400 union leaders, editors and public relations directors. The new publication consists of a four-page newsletter with an enclosed package of articles and clip art covering news and developments within the Union Privilege programs.

Mexican and American workers protest exploitation by foreign-owned Maquiladoras, or twin-plants in Juarez, Mexico. Marchers also denounced the government's policy of giving land, water, and electricity to companies opening new factories, while many Mexican families live in poverty.

Unions cross border to aid maquila strikers

Juarez, Mexico—In a show of solidarity, AFL-CIO union members gathered at the Plaza de Armas to demonstrate support for Mexican workers who walked off their jobs at the Appliance & Components maquiladora, a vacuum cleaner parts factory operated by the Swedish-owned and U.S.-based Eureka Co.

American unionists at the day-long rally helped bolster the cause of the 1,200 workers who shut down the Eureka plant last month to protest subsistence wages of less than $25 a week and poor working conditions.

They brought several thousand pounds of beans, potatoes, eggs and other food as a sign of amity from the U.S. labor movement, President Victor Munoz of the El Paso AFL-CIO said. Joining the demonstration were members of Teamsters Local 941, Communications Workers Local 6733, Sheet Metal Workers Local 49, Steelworkers District 37, and state and local AFL-CIO representatives.

The Eureka workers—who are not unionized—marched out of the factory in expressing their need for a 50-percent wage increase and increases in meal and transportation allowances. Police and security guards used tear gas and clubs to force them back to work. But the workers refused, blocking roads to the factory and to entry in the United States.

Workers blacklisted

About three dozen workers were arrested and more than 300 were fired. Munoz reported that about 40 strike leaders have been blacklisted and are unable to find work in any of the factories.

The workers formed a coalition and pressed the Mexican government to recognize the strike as legal. They also sought payment for injuries they received at the hands of the police and security guards. But when the government refused to declare the strike a legal walkout, workers began returning to the factory, Munoz said.

Maquiladora workers trying to organize unions face strong opposition from employers and factory owners—American, Japanese and European—who are seeking to keep wages low, Munoz said.

"The maquiladora industry has taken over the entire city and Juarez is now like a huge company town, with all the abuses common to that type of place," Munoz declared, adding, "foreign corporations are taking advantage of Mexican workers and the Mexican unemployment crisis."

Members of the AFL-CIO Industrial Union Dept.'s IUD-Electrolux Committee are protesting Eureka's actions to company officials in the United States. Sweden's Electrolux Corp. is Eureka's parent company.

IP tactics scored in push to outlaw scab replacements

Roland Samson worked at the International Paper Co. plant in Jay, Me., for 23 years. He is the fourth generation of his family to work for IP, a corporate giant that has declared war on its union workers.

Samson is one of some 3,500 IP workers in Mobile, Ala.; Lock Haven, Pa.; DePere, Wis., and Jay who were forced to strike or were locked out by IP more than a year ago because they wouldn't accept deep pay cuts and loss of benefits demanded by a corporation that had near-record profits and shelled out raises to executives and top management of more than 30 percent.

He came to Washington to testify on behalf of the Paperworkers in support of a bill introduced by Rep. Joseph E. Brennan (D-Me.) that would make it an unfair labor practice for an employer to hire or threaten to hire scabs or permanent replacements during the first 10 weeks of a strike.

Brennan, testifying with Samson on behalf of his bill, said IP treated its veteran workers "like disposable paper cups." They were permanently replaced, Brennan noted, "within 13 days of exercising their right under federal law to withhold their services in a labor dispute."

Advertising for scabs

Samson told House Labor-Management subcommittee that some 10 days before the strike began IP began advertising for and hiring scabs.

Even prior to negotiations, Samson noted, IP brought in an Alabama construction company notorious for strikebreaking, topped its fencing with barbed wire, set up surveillance cameras, brought in trailers to house strikebreakers and hired an out-of-state security firm to guard the armed enclave.

The subcommittee, headed by Rep. William L. Clay (D-Mo.), also heard two Canadian public witnesses—a university of Toronto law professor and a Quebec provincial Dept. of Labor official—testify to the restrictions on hiring of permanent strike replacements in the various provinces.

It's an area the subcommittee will explore in greater depth in the next Congress, Clay declared.

An insider's perspective

Trade negotiations 'horror story'

By Bob Senser

The President and his Cabinet are meeting to review U.S. trade policies, especially how to cope with Japan's concerted actions to expand its high-tech industries for export. The Secretary of Commerce argues for special U.S. initiatives to meet the challenge, but nobody is interested. The President appears to doze off, and the meeting ends with no results.

Clyde V. Prestowitz Jr., a former Reagan Administrative executive, describes that 1982 Cabinet meeting not as a revelation about a drowsy president but as a symbol of a much larger point: the lethargic ineptitude of this administration and previous ones in dealing with trade issues vital to the nation.

Prestowitz tells many horror stories in his book, Trading Places. In 1982 and 1983, for example, while U.S. negotiators were unsuccessfully begging Japan to open up its market to American-made supercomputers, U.S. government laboratories were generously advising Japan on how to build its own supercomputers.

As a Japanese-speaking businessmen in Japan and as a trade negotiator in the Commerce Dept., Prestowitz learned the hard facts of life about today's global marketplace. He vividly portrays how sharply the United States and Japan differ in handling industry and trade—and how those differences have harmed much of U.S. industry.

A key difference is that Japan, unlike the United States, has carried on its domestic and international commerce without becoming lulled by Western free trade doctrines.

Much follows from these basic differences. For example:

- Japan marshalls all its resources, public and private, not just to improve the country's material welfare but to make its industries world leaders. The U.S. does not.
- The Japanese government plays a major role in establishing, financing, enforcing, and otherwise implementing the goal of expanding its industries. The U.S. does not.
- Japan systematically protects its major industries against serious competition. The U.S. does not.
- Japan enables its key corporations to pursue long-term growth strategies (thanks to coordinated policies creating a relatively risk free environment). The U.S. does not.

These and related differences, Prestowitz demonstrates, combine to give Japan a vast advantage in competitiveness. These differences far overshadow conventional explanations for the "loss of competitiveness" of U.S. products, such as advantages in exchange rates, quality, labor costs, or management competence.

In short, Japan has a single-mindedness that is absent on the U.S. side. Most depressingly, Prestowitz's inside look reveals the disarray of Reagan trade policymaking. The sole consistent forces in that machinery serve as allies of Japan—its highly paid lobbyists (many of them former U.S. government officials) and American economists.

The effect was—and is—to weaken the U.S. position in bilateral trade negotiations, since, without leverage (even merely as a tactic), U.S. arguments were reduced to pleas that Japan open its markets and warnings that, if it did not, Congress would be angry.

"The United States cannot be and should not be a protected island," he writes. "Neither, however, should it stand by and watch its industries disappear because of the industrial aspirations of Japan and other nations."

Trading Places

How We Allowed Japan to Take the Lead
By Clyde V. Prestowitz Jr.
Basic Books Inc., New York 365 pp. $19.95.

Surge in imports widens trade gap

Continued from Page 1

A 36-percent jump in agricultural commodity exports over the year-ago period—especially in wheat and soybeans—helped to improve the export picture. But given the serious drought problems facing U.S. farmers, it is unlikely that farm product exports will continue at such a pace, Anderson said.

In May, the United States sold $18.4 billion in manufactured goods overseas but bought a hefty $29.4 billion from foreign producers. Imports of clothing and footwear, electrical machinery, metal mill products and scientific instruments also increased over the month ago period.

Imports of industrial supplies jumped to $1.1 billion, while consumer goods were up $400 million and capital goods rose $400 million. Oil imports rose 17.7 percent to $3.9 billion.

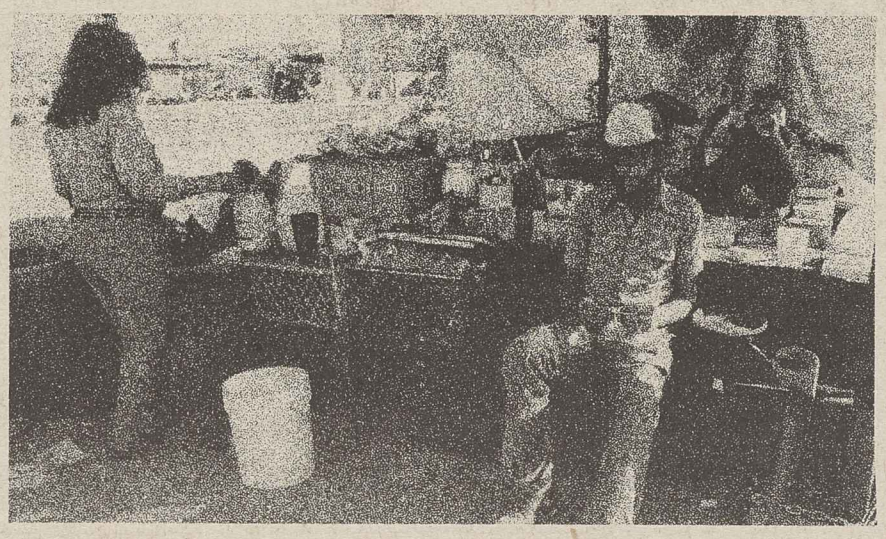
Japan deficit tops

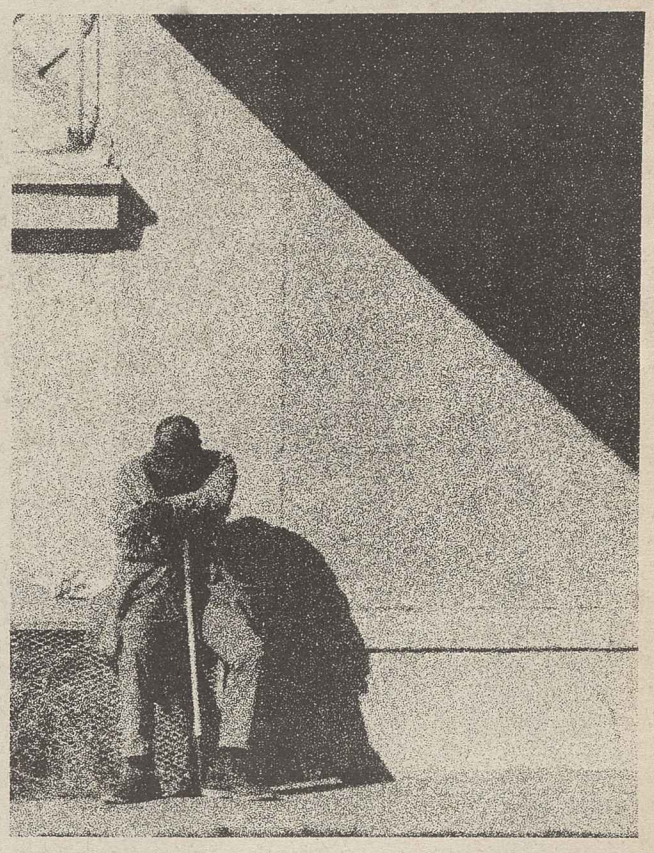
America's deficit with most of the major trading nations expanded in May, although the U.S. shortfall with Japan edged downward to $4.1 billion—but still accounted for the worst country-to-country deficit. The deficit with Canada, America's largest trading partner, remained about the same at $1 billion.

The U.S. trade gap with Canada in the January-May period jumped 14 percent over the 1987 period and the shortfall with Korea increased 9 percent. The overall trade gap with Japan fell by 11 percent and the deficit with Taiwan dropped 38 percent because of huge U.S. gold exports

The only trade surpluses the United States rang up in May were with the Soviet Union, $270 million, and South Africa, $174 million.

A NATIONAL COMMITMENT





To House the Homeless

The fastest growing poverty problem of the 1980s is homelessness. It is also the most visible. In cities across the country commuters are confronted by ragged and bleary-eyed men begging for money. They see bedraggled children and stooped women in bus stations carrying heavy shopping bags filled with old clothes. They see families huddled on park benches, in abandoned cars or under freeway bridges.

The number of poor people and families has grown in the 1980s. Social and economic problems have led to family breakups. Wrenching economic changes have taken their toll. The economy has not produced enough well-paying jobs to replace those lost to trade and recession and for those workers new to the labor force. The cutback in federal housing aid for the poor during the Reagan years has no doubt fed the ranks of the homeless.

Recent surveys and studies reveal a complex mixture of the homeless. This is based on actual counts, interviews with the homeless and shelter provider estimates. A composite picture emerged from data recently compiled in a study of the National Alliance to End Homelessness.

Who Are the Homeless?

The majority of the homeless population is male, However, families are a significant and fast-growing portion of the homeless. Many of the homeless are children. Many have full-or part-time jobs, although very low incomes.

A recent estimate of homeless Americans from the National Alliance to End Homelessness: as many as 736,000 persons on a given night in 1988 are homeless; between 1.3 and 2 million different individuals may be homeless at some point during the year.

Efforts to get people off the streets have so far obviously fallen far short.

Many cities and towns help the homeless, pressing hotel space and single rooms into service—often at great public expense. A recent U.S. Conference of Mayors study, however, noted that in cities where it conducted surveys, problems of the homeless often overwhelmed local resources. A significant portion of the need for food assistance, emergency shelter and public housing was unmet, according to the survey.

Churches and social agencies do their share. They maintain shelters, pool funds for rent payments for the poor and help in other ways.

How Unions Help

Labor organizations help in several ways. They contribute labor to build shelters. For example, Norfolk, Va., was the site last year of a renovation project done by volunteers from Electrical Workers Local 80, working with the local labor agency. The structure was a three story residence donated to the YWCA to shelter abused women and children.

A surplus Auto Workers Local 31 union hall is being fixed up for the homeless in Kansas City, Kan. Construction began in June on the shelter for 30 people.

In Wichita, Kan., union volunteers helped renovate the Interfaith Inn homeless shelter, completed in April.

Members of 14 Building Trades unions volunteered their time and labor to build a 400-person shelter in Phoenix in 1985.

The Phoenix labor agency has conducted fund-raising efforts in recent years, along with the Catholic Diocese of Phoenix and the Ecumenical Council, called "Hands Around the Capitol." With the help of union and community volunteers in 1987 and 1988, it raised about $16,000 for the homeless, a food bank and the agency's own emergency relief fund.

In addition to such efforts, labor unions also provide disaster relief, food and temporary shelter for those thrown out of their homes. They offer counseling through labor agencies for family budgeting to prevent foreclosures and evictions.

The federal government aids those who would otherwise be homeless through public welfare payments, low-rent public housing, and other housing aid programs.

But in the Regan years, funds for more federally backed housing have been cut back dramatically worsening the problem of the homeless. Meanwhile, additional new construction units of federally funded low-income housing has dwindled.

The law includes several kinds of assistance, reflecting the complexity of the problem. The aid builds upon the disaster relief programs of the past but goes beyond this. Among other things, the law sets up an emergency shelter grant program to renovate and convert the structures needed to house those with no other place to go.

Reauthorizing the McKinney Act and getting funds to implement the law are needed for the basic needs of the homeless. These include temporary and supportive shelter, food, health care, drug and alcohol treatment, education, literacy, jobs and more.

Policies for strong economic growth and full employment will help as will enlightened social policies.

Need for More Assistance

In addition to adequate unemployment benefit levels, programs of home foreclosure assistance and rental aid to avoid eviction would in many cases directly prevent homelessness.

A higher minimum wage would especially help those working poor who are often at the margin of survival and in danger of becoming homeless even though they go to work every day.

Solving the problem of homelessness will not be an easy task, given the number of family, medical and social problems that the homeless have. A real national commitment to rescuing those who have fallen through the social safety net must be made. Otherwise, homelessness will continue to grow.

—Prepared by Frank Parente, Dept. of Economic Research

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AFL-CIO LEGISLATIVE ALERT!

Support Urged For Displacement Protections, Employment And Training Standards

Serious Problems With Senate Welfare Reform Bill Could Be Remedied In Conference With House

On December 15, 1987, the House passed H.R. 1720, a bill to reform the welfare system. Last month, on June 16, the Senate passed S. 1511, its version of welfare reform, and the issue is now going to conference.

The AFL-CIO has strongly supported legislative efforts to reform the welfare system so that programs are effective, efficient and humane. The AFL-CIO Executive Council has called for legislation which would: adequately fund a welfare-to-work program, serve volunteers first, and assure recipients the education and training services they need to become self-sufficient.

H.R. 1720 goes a long way toward meeting these goals. However, the Senate bill is seriously flawed.

All House conferees on welfare reform should be contacted and urged to support a conference agreement that closely resembles H.R. 1720.

Ways and Means Committee: Rostenkowski (D-IL), Downey (D-NY), Ford (D-TN), Pease (D-OH), Matsui (D-CA), Kennelly (D-CT), Archer (R-TX), Vander Jagt (R-MI), Frenzel (R-MN), and Brown (R-CO).

Education and Labor Committee: Hawkins (D-CA), Ford (D-MI), Kildee (D-MI), Williams (D-MT), Martinez (D-CA), Solarz (D-NY), Jeffords (R-VT), Gunderson (R-WI), Tauke (R-IA), and Henry (R-MI).

Energy and Commerce Committee: Dingell (D-MI), Scheuer (D-NY), Waxman (D-CA), Walgren (D-PA), Wyden (D-OR), Dowdy (D-MS), Madigan (R-IL), Dannemeyer (R-CA), and Whittaker (R-KS).

Agriculture Committee: de la Garza (D-TX), Panetta (D-CA), Glickman (D-KS), Staggers (D-WV), Olin (D-VA), Espy (D-MS), Emerson (R-MO), Lewis (R-FL), Schuette (R-MI), and Herger (R-CA).

Will Congress Enact New Textile Trade Legislation During This Session?

In 1986 Congress failed to override a presidential veto of the Textile and Apparel Trade Act, a labor-backed bill to control the flood of textile, clothing and shoe imports into this country.

Last year, on September 16, the House voted 263-156 to pass H.R. 1154, a new bill to help stop the job hemorrhage in these industries. S. 549, the Senate version, could be brought to the floor at any time.

Both of your senators need to be told that, if passed, this vital legislation would help save the jobs of thousands of textile and apparel workers.

Textile and apparel imports have more than doubled since 1980 and now control 55% of our market. Over 1,000 plants have closed and 388,758 American workers have lost their jobs.

The textile trade bill, now in Congress, differs from previous legislation by: establishing a uniform, global response, not targeted at specific countries; providing for compensation to exporting countries hurt by new quotas; and setting limits on the growth of imports, rather than imposing cut-backs.

Unless this important legislation is passed, the destruction of the textile, apparel and shoe industries -- and their workers -- will soon be complete.

What You Can Do: Contact your senators and urge them to take a stand on fair trade by supporting S. 549 when it comes to the floor.

Status Report: Labor Update On Federal Legislation

Airline LPPs ***H.R. 3051, S. 1485; H.R. 4794***	Last year, airline LPPs passed both chambers as part of airline consumer legislation (H.R. 3051, S. 1485); the bills are still awaiting conference. The House also added airline LPP provisions to H.R. 4794, the DOT Appropriations bill, which is also awaiting conference.
Catastrophic Health ***H.R. 2470, S. 1127***	Conference report passed the House on 6/2/88 and the Senate on 6/8/88. The legislation was signed by President Reagan and is Public Law 100-360.
Child Care ***H.R. 3660, S. 885***	H.R. 3660, the labor-supported ABC bill, was approved by the Education & Labor Subcommittee on Human Resources on 6/30/88. The full House and Senate Labor Committees are both expected to vote on these bills later this summer.
Davis-Bacon Reform ***H.R. 2216***	Labor-supported H.R. 2216 was attached to the Defense Authorization bill (H.R. 4264), but was dropped in conference. Neither the House nor the Senate is expected to act on any Davis-Bacon changes before the end of this session.
Double Breasting ***H.R. 281, S. 492***	H.R. 281 passed the House on 6/17/87; S. 492 was approved by the Labor & Human Resources Committee on 12/9/87. No floor date has been scheduled in the Senate.
Education Fringe Benefits ***H.R. 1692, S. 39***	Significantly reduced benefits from H.R. 1692 were incorporated into H.R. 4333, the tax technical corrections bill, which was reported out of the Ways & Means Committee on 7/14/88. The Senate Finance Committee has not yet finished work on its version of the technical corrections bill.
Fair Housing ***H.R. 1158, S. 558***	H.R. 1158 was passed by the House on 6/29/88. The full Senate is expected to vote later this summer.
Family Leave ***H.R. 925, S. 2488***	H.R. 925 was reported by the House Education & Labor Committee on 11/17/87, and by the Post Office & Civil Service Committee on 2/3/88; the Senate Labor & Human Resources Committee approved S. 2488 on 7/14/88. Further action is possible before the end of the session.
Hatch Act Reform ***H.R. 3400***	H.R. 3400 passed the House on 11/17/87, and was approved by the Senate Governmental Affairs Committee on 5/19/88. No floor date has yet been scheduled in the Senate.
High-Risk ***H.R. 162, S. 79***	H.R. 162 passed the House on 10/15/87; the Senate failed to end a filibuster of S. 79 on 3/29/88, and the bill was withdrawn. No further action is expected this session.
Mandated Health Benefits ***H.R. 2508, S. 1265***	Hearings have been held by the House Education & Labor Committee; S. 1265 was reported out of the Senate Labor & Human Resources Committee on 2/17/88. No further action has been scheduled.
Minimum Wage ***H.R. 1834, S. 837***	H.R. 1834 was approved by the House Education & Labor Committee on 3/16/88; S. 837 was approved by the Senate Labor & Human Resources Committee on 6/29/88. Both the House and the Senate are expected to vote later this summer.
Pay Equity ***H.R. 387, S. 552***	The Post Office & Civil Service Committee is expected to vote on H.R. 387 later this summer; S. 552 was approved by the Senate Governmental Affairs Committee on 11/18/87. The full Senate is expected to vote before the end of this session.
Pension Terminations ***H.R. 4111, H.R. 4783***	H.R. 4111 was referred to the Education & Labor Committee. The Senate Labor & Human Resources Committee added a similar provision to H.R. 4783, the Labor-HHS Appropriations bill. If the full Senate sustains the provision, the issue will be decided in conference.
Polygraph Testing ***H.R. 1212, S. 1904***	H.R. 1212 passed the House on 11/4/87; S. 1904 passed the Senate on 3/3/88. The legislation was signed by the President and is Public Law 100-347.
Plant Closings ***S. 2527***	The new free-standing plant closing bill was passed by the House on 7/13/88 and by the Senate on 7/6/88. It is expected that President Reagan will again veto this legislation and that override votes will be held.
Retiree Bankruptcy Protections ***H.R. 2969, S. 548***	Identical versions of the legislation were passed a second time by both chambers, on 5/23/88 in the House and on 5/26/88 in the Senate. The President signed the bill and it is Public Law 100-334.
Trade (Canada)	The Reagan administration will submit non-amendable legislation, implementing the Canada Free Trade Agreement, later this summer. The AFL-CIO and the Canadian Labour Congress are opposing this Agreement.
Trade (Omnibus) ***H.R. 4848, S. 2558***	The second omnibus trade bill, identical to H.R. 3 except for plant closing notification and Alaska oil provisions, passed the House on 7/13/88. The Senate will vote on S. 2558 later this summer.
Trade (Textiles) ***H.R. 1154, S. 549***	H.R. 1154 passed the House on 9/16/87; the Senate is expected to vote on S. 549 later this year.
Welfare Reform ***H.R. 1720, S. 1511***	H.R. 1720 passed the House on 12/15/87; S. 1511 passed the Senate on 6/16/88. The issue is now in conference.

AFL-CIO news

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UNION YES

Republicans fear backlash on plant closing veto

By David L. Perlman

Election-jittery Republicans appealed to President Reagan to let the plant closing notification bill become law.

At a White House meeting, House and Senate Republican leaders told Reagan that a veto would probably be overridden. They warned him that the political fallout could hurt Republicans in congressional elections and damage the presidential hopes of George Bush.

Reagan has until midnight Aug. 3 to sign or veto the bill. If he does nothing by the deadline, it will become law without his signature.

White House aides said earlier that Reagan's "senior advisers" have recommended a veto. And the President's new chief of staff, Kenneth A. Duberstein, told reporters that Reagan has repeatedly "signaled veto."

But the signals are likely to change if ideology gives way to political realities. White House spokesman Marlin Fitzwater told reporters that while a Reagan veto is "likely," the decision "is always open until it's done."

The Republican problem is that a big majority of Americans—opinion polls consistently show more than 80 percent—support the legislation.

Point of fairness

The public view is that it's only fair for employers to give their workers a 60-day notice that their jobs will be wiped out.

Reagan tried to dispose of the issue earlier this year by vetoing the omnibus trade bill. But he couldn't make it go away.

While the veto message criticized several provisions of the trade bill, the chief target of the veto message was the plant closing notification requirement.

Reagan's complaint was that it would amount to government "interference" with private business decisions.

The White House hope was that Congress would drop the plant closing notification section so as not to peril the remainder of the trade bill.

But the Administration was quite willing to accept a toothless substitute that was eagerly embraced by Bush in an effort to get off the political hook.

The Bush-backed bill called for "voluntary" notification by employers before they shut down a plant. But that dog wouldn't hunt either. It didn't take people long to figure out that voluntary notification is what we already have.

The House easily overrode the trade bill veto. But the Senate fell short of the needed two-thirds majority because some senators objected to other provisions of the vetoed trade bill.

Congressional Democrats cofounded the White House strategy by refusing to drop plant closing notification in order to get a broadly supported trade bill enacted.

Instead they took up the plant closing notification bill as free-standing legislation and passed it by 72-23 in the Senate and 286-136 in the House.

Veto-proof vote

Both margins exceeded the target two-thirds goal, as 19 of the 46 Senate Republicans and 54 of 177 House Republicans broke with the White House and voted for the bill.

With only minor additional changes, the other provisions of the trade bill were then approved by the House on a 376-45 vote and sent on to the Senate. The overall trade bill has AFL-CIO support.

If Reagan does veto the plant closing notification bill, the White House will face an uphill effort to switch votes.

Corporate raider sued for damage to workers

Union asks $30-million compensation

Camden, N.J.—The Glass, Molders, Pottery & Plastics Workers are suing Wickes Cos. Inc. for $30 million in damages over the firm's unsuccessful raid of Owens-Corning Fiberglas Corp. that cost the jobs of more than 1,000 union members and jeopardized job security of many others.

The class action suit, filed in state superior court, charges that Wickes used "illegal and immoral means" in its takeover attempt that brought "forseeable harm" to Owens-Corning workers. To finance its fight against the Wickes raid, Owens-Corning borrowed nearly $2 billion—then cut operations, research and investment in new products. Nearly half of the company's 28,000 workers—including other union members and nonunion salaried employees—were harmed by the corporate battle, as Owens-Corning restructured divisions and divested many operations, the GMP said.

The union is seeking compensatory and punitive damages for 1,000 Owens-Corn ing workers who were laid off, separated or downgraded at plants in Berlin and Barrington, N.J.; Newark, Ohio, and Santa Clara, Calif. Only skeleton crews are now working at those plants, the suit noted.

Worker rights

GMP President James E. Hatfield emphasized that "corporate mergers and takeovers must be legally conducted and the rights of affected employees, their community and their labor organizations must be honored."

He called the lawsuit "an attempt to re-establish the rights of working people in a greedy era" and stressed that the union wants its members who lost jobs at Owens Corning to be properly compensated by Wickes.

Clyde W. Summers, a University of Pennsylvania law professor, agreed that corporate raiding has caused serious problems in the workplace and noted that "in a lot of these corporate takeovers, it is frequently the employees who end up getting hurt the most."

He cautioned that because "the law doesn't treat the employees as having any rights" in the takeover situation, the suit may encounter legal obstacles. But legislation to limit corporate raiding, and other

Continued on Page 6

Wage vote

Olympia, Wash.—A petition campaign by unions and allied groups has put an initiative to raise the state minimum wage on the November election ballot.

If approved by the voters, the $2.30-an-hour wage floor would rise to $3.85 next January and to $4.25 in 1990. That would raise the pay of more than 100,000 workers, including an estimated 47,000 who are not covered by the federal wage-hour law.

The State AFL-CIO said unions, churches and community organizations worked to collect substantially more than the 151,000 valid signatures needed to put the measure on the ballot.

Here's grandbaby Lily

The "nearly perfect granddaughter" of the keynote speaker at the Democratic convention—16-month-old Lily Adams—is a veteran of union meetings and picket lines.

Lily's parents, Cecile Richards and Kirk Adams, are both organizers for the Service Employees, working in the Los Angeles area. Lily's mom is organizing director for SEIU Local 399 in Los Angeles, while her dad works for SEIU's health care division. For the past year, he has been in Los Angeles aiding SEIU Local 434 in organizing public sector health care workers.

Her grandmother is the state treasurer of Texas, Ann Richards, who told a national television audience, "I have one nearly perfect granddaughter, named Lily . . . and when I hold that grandbaby, I feel the continuity of life that unites us."

With both parents working for the union cause, Lily is a familiar participant at SEIU Justice for Janitors' rallies and on picket lines. Her dad estimated she had averaged two meetings a week for the past year.

Like the Democratic standard-bearers, Lily is a product of the Massachusetts-Texas connection. Dad's from the Boston area and Mom's from Austin.

Homework rule turning back clock

Reagan scheme opens back door to worker exploitation

By Arlee C. Green

The Reagan Administration's scheme to legalize industrial homework should be scrapped, the AFL-CIO said, charging that the proposed regulations would "turn the clock back 50 years, and put thousands of workers at risk without prospect of Fair Labor Standards protection."

Research Director Rudy Oswald, in a letter to Administrator Paula V. Smith of the Labor Dept.'s Wage & Hour Division, recalled the horrendous conditions that led to the federal homework ban in the early 1940s.

He stressed that industrial homework was condemned as far back as the early 1800s for exploiting both children and adults, and "prior to the Civil War, homework was so abusive it competed with slavery as a source of cheap labor."

Profit in exploitation

Now as then, Oswald pointed out, employers and a few workers defend industrial homework as economically advantageous or simply convenient. "This issue cannot turn on the employers who find economic advantage and profit in industrial homework," he insisted.

The Reagan Administration, since 1981, has been "moving to advantage these few at the expense of numerous men, women and children who will surely suffer grievous economic exploitation as industrial homeworkers," Oswald wrote.

The current Labor Dept. proposal grew out of its 1984 action lifting the homework ban in the knitted outerwear industry. In 1986, the department proposed lifting the restrictions on six other industries—women's apparel, embroideries, buttons and buckles, gloves and mittens, jewelry-making and handkerchiefs. Last March, a revised proposal dropped the women's appa-

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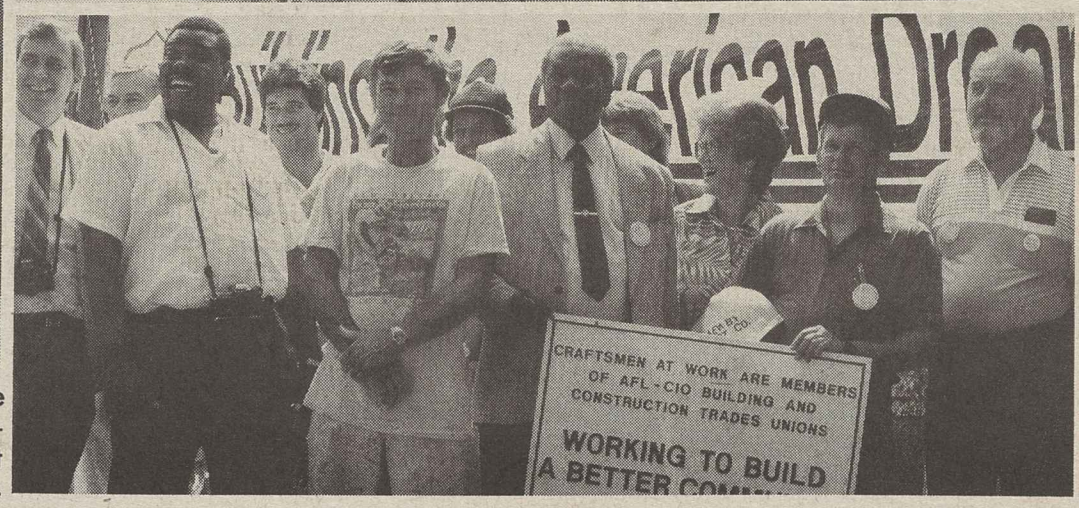


At his first post-convention stop, Democratic presidential candidate Gov. Michael Dukakis and running mate Sen. Lloyd Bentsen are introduced by Bricklayers President John T. Joyce outside union-built house. At right are some of the union craftsmen who constructed it.

Union-built home brings family's dream to reality

Atlanta—On a vacant lot in a black community south of the site of the Democratic National Convention, a coalition that includes the Bricklayers and Laborers built a house to emphasize how the American dream of home ownership has slipped out of reach of millions of families in this decade. The project addresses the point of how President Reagan's policies that have resulted in homelessness that surpasses that of the 1930s Great Depression.

After the convention ended, Democratic presidential nominee Gov. Michael Dukakis presented the keys to the union-built, three-bedroom house to the new owners—Mr. and Mrs. Jay Springs. Dukakis was joined by his wife Kitty, his running mate Sen. Lloyd Bentsen (Tex.), AFL-CIO Vice President John T. Joyce, who is president of the Bricklayers, and union members.

"This is the first event of a final and winning campaign," Dukakis said on his first stop after the convention. The building of decent, affordable housing for the families of America will be a top priority, Dukakis declared. "This is what our campaign is all about. This is what the American dream is all about."

Housing partnership

The government must be a partner in the effort to build affordable housing, Dukakis said, adding it will require "a President, Vice President and a Congress that will work with you."

The Springs family was selected by the South Atlanta Land Trust. The family had been living in "transitional" housing provided by SALT, after a mortgage company foreclosed on their landlord and evicted them. SALT Director Craig Taylor said, "This is the best built house I've seen. It will be here a hundred years from now and serve as a monument to the efforts of the coalition and the skills of these workers."

About 30 union tradesmen built the $50,000 house, which the Springs bought with just $1,000 down. The two unions paid for the materials to build the house on land leased by SALT. Other members of the coalition are the Campaign to End Hunger & Homelessness and National Housing Institute.

For Dukakis, the event was not new as the Bricklayers and Laborers have been building affordable housing in Massachusetts for more than a year.

The Bricklayers & Laborers Non-Profit Housing Co. built 18 two-story townhouses in Boston and now is working on 165 homes at Mission Hill. Planning is underway for another 50 homes near the Charleston Navy Yard.

Hourly wages trail hike in consumer price index

Workers' buying power falls 11.5% in decade

By Candice Johnson

Despite working longer hours last month, workers again faced sluggish real wages as consumer prices rose three-tenths of 1 percent while hourly earnings did not gain, the Labor Dept. reported.

Average weekly hours rose three-tenths of 1 percent, the Bureau of Labor Statistics said. For the first six months of the year, real wages increased in just two months, fell in two and was unchanged in two.

Even so, real earnings have declined two-tenths of 1 percent over the 12-month period ended in June, BLS said, while average hours were unchanged.

A BLS survey of collective bargaining agreements negotiated during the first six months of the year showed that union workers won first-year wage increases of 2.6 percent and 2.2 percent annual increases over the contract term.

The survey reviewed 222 contracts covering 1 million workers at firms employing more than 1,000 workers.

Compensation costs

In a separate report, BLS found that total compensation costs for all private industry workers rose 4.5 percent for the year ending in June. Wages and salaries rose 3.7 percent, while benefit costs—including pensions, health insurance, social security and other employment taxes—rose 6.4 percent.

The employment cost survey covers all nonfarm employees including supervisors and corporate executives.

Leading the jump in consumer prices was a six-tenths of 1 percent increase in food costs and a five-tenths of 1 percent jump in shelter. Food prices have increased 3.3 percent over the year-ago period, while shelter, or rent, costs rose 4.8 percent, the AFL-CIO noted.

For the first half of the year, inflation rose at an annual rate of 4.4 percent, the same rate as for all of 1987.

AFL-CIO economist Anne Draper pointed out that despite an inflation rate of less than 5 percent over the past few years, workers' buying power continues to plummet. Over the past decade, gross weekly wages have dropped 11.5 percent after adjustment for inflation, she noted.

Other sectors with price rises over the year-ago period included new cars, up 1.9 percent; public transportation, up 2.2 percent, and medical care, up 6.5 percent.

In other economic developments:

- Orders for durable goods—expected to last three years or longer—rose 8.8 percent last month, led by a 35.5 percent jump in orders for transportation and defense equipment. The increase followed a May drop in orders of 1.9 percent, the Commerce Dept. said.
- After plummeting 12.6 percent in May, housing starts grew 5.1 percent last month, led by single-home construction. New construction of apartment buildings fell 8.2 percent in June, following a 21-percent drop in May, and hit its lowest level in five years, the Commerce Dept. said.
- Corporate profits for seven major oil companies rose sharply in the second quarter of the year, with Exxon Corp., Mobil Corp., Amoco Corp., ARCO, Ashland Oil Inc., Occidental Petroleum Corp. and Unocal Corp. reporting profit gains as high as 60 percent.
- The nation's factories, mines and utilities operated at 83.1 percent of capacity last month, up two-tenths of 1 percent from May, the Federal Reserve said, and is at the highest level since March 1980. But the report does not take into account the thousands of firms that have closed or shifted operations overseas since then, the AFL-CIO pointed out.

CLUW's bouquets and brickbats

The Coalition of Labor Union Women presented its annual "hits" and "ms's" awards, brickbats and bouquets from America's working women.

CLUW President Joyce Miller said the lists were intended to recognize individuals or organizations that advanced the cause of working women last year, as well as those whose work has "hindered and degraded the status of working women."

"They will no longer tolerate a sexist and chauvinistic environment," she said.

Winners on the "ms's" list include New York anchorwoman Bree Walker, newspaper columnist Carol Kleiman, the Campbell Soup Co., actress Stephanie Kramer, the "Cagney & Lacey" television program, and a project that aids Asian immigrant women.

Kleiman was honored for her syndicated column "Women at Work," while the Campbell Soup Co. was lauded for its family leave and child care programs and high-level concern about sexual harassment and career advancement.

CLUW also applauded the Leadership Conference on Civil Rights for leading the fight against President Reagan's Supreme Court nomination of Judge Robert H. Bork, and Congress for its override of Reagan's veto of the Civil Rights Restoration Act.

Those on the "hit" list include the Washington Post for paying its male reporters more than female journalists, the rock band Motley Crue for lyrics that degrade women, and the movie "Fatal Attraction" for its message that "good women stay home, have kids and bake while single working women are deranged home wreckers."

Others on the dishonor list were Houston Astros pitcher Bob Knepper who insisted that God does not want women to serve as umpires at baseball games and the Labor Dept., which again proposed to lift long-standing restrictions on industrial homework.

Judge tells NFL owners to pay up

Baltimore—A federal judge backed the position taken by the National Football League Players Association and ordered team owners to cough up nearly $20 million they owe the league's pension fund.

A suit brought by the three union trustees of the pension fund charged that management violated its contract obligations by holding back $17.8 million in pension fund contributions over a three-year period.

It also alleged that management trustees failed in their fiduciary duty by not requiring the full payments. The case was heard in U.S. District Court in Baltimore, where the pension fund is administered.

During the last three years of the union contract, management held back portions of the $12.5 million annual payments due the pension fund. It contended that limitations on tax deductibility of its contributions gave it an escape hatch from the contract obligation.

District Judge Murray Herbert's ruling requires the league to pay the pension fund the amount withheld plus interest the money would have earned if it had been paid when due. That should bring the total close to $20 million, NFLPA attorney Dick Berthelsen said.

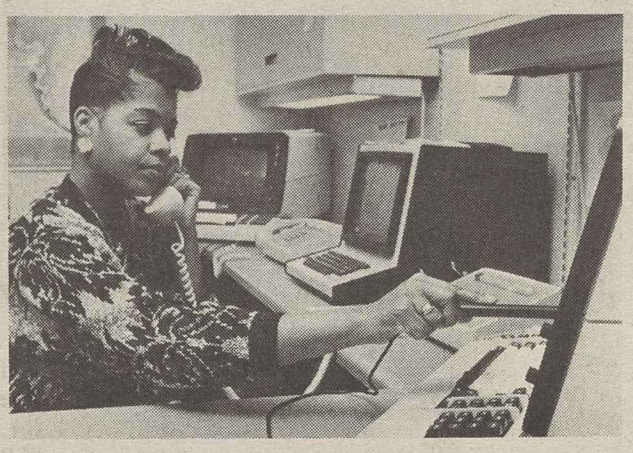
Still pending is the suit by the union trustees charging that management representatives on the pension fund breached their fiduciary duty.

LIPA video explores office work in electronic age

A new television production in the America Works series explores the technological and workplace changes that have transformed office and clerical work.

The 30-minute program, produced by the AFL-CIO Labor Institute of Public Affairs, will be broadcast during the Labor Day weekend on the public television network stations in New York, San Francisco, Philadelphia, Portland, Ore., Washington, Boston and other major cities. State networks in New Hampshire, South Dakota, Wisconsin and Idaho also will carry the broadcast.

"Office of the Future" reviews the changes in information processing since the turn of the century and highlights once traditional jobs that are now performed by workers at a computer console. "The problems in the automated office seem very new to us, but they're actually very much the same as the problems in the factory," said President Karen Nussbaum of Service Employees District 925, who heads 9to5, National Association for Working Women.



The structure of office work has changed radically, the video points out, noting that earlier inventions—including stenograph machines and the dictaphone—were controlled by workers. But in the office of today, many computers have almost "thinking" capability and are used to control and monitor workers—through speed checks and the monitoring of breaks and conversation.

Computerization and office automation have changed the relationship between workers and their employers, and between workers, Nussbaum said.

Tied to a machine

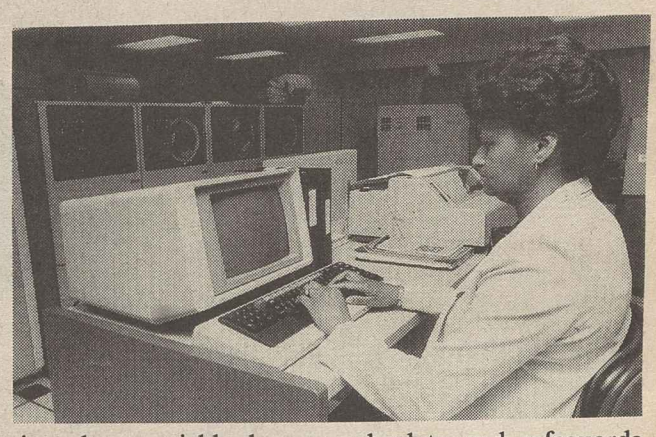
Eileen Kirlin, assistant organizing director for the Communications Workers agreed, stressing that "people are tied to a machine . . . not able to talk to one another." She called the lack of human contact "the most dehumanizing aspect of technology."

The video also features discussions of employer efforts to "deskill" jobs, or limit responsibilities in the electronic workplace.

AFSCME Sec.-Treas. William Lucy pointed out that "people become very concerned when the challenge is taken out of one function and replaced with a high tech operations which, in effect, requires less skill of them."

Other problems in the electronic age include a decreasing number of full time jobs as companies shift clerical and processing work to low-wage Latin American countries.

To address these concerns, participants stress the need for training for workers whose job classifications have quickly become obsolete and safeguards for workers in the the office of the future.



The video touches on some of the recurring problems of video display terminals—high levels of stress, muscle aches and other long-term hazards, including a higher miscarriage risk for women working more than 20 house a week at a VDT.

Unions participating in the production are the Office & Professional Employees, the Communications Workers, the Service Employees and AFSCME.

Unionists can check with their local stations to determine whether the video is scheduled and can contact LIPA for information about promoting or underwriting the program in their area.

Also available to public television outlets for the Labor Day holiday is "Child Care Challenge: Union Solutions." The LIPA video was aired by more than 50 stations last April during the time designated as the "week of the young child" by a coalition of education and child advocacy groups.

Unionists in the News

Teamsters President **William J. McCarthy** appointed **James T. Grady** as IBT general counsel, succeeding **John R. Climaco.** Grady is a Boston-based lawyer.

President **Cesar Chavez** of the Farm Workers is in the second week of a water-only fast to draw public attention to the dangers farmworkers face from pesticides and other chemicals.

William A. Gill Jr. has been named assistant executive director of the National Mediation Board. Gill was president of the Flight Engineers before joining the NMB as a mediator in 1986.

Delegates to the New York State Union Label & Service Trades Dept. convention re-elected President **Joseph C. Talarico** to his 12th term and elected **Harry Merguerian** to his first term as secretary-treasurer. The convention also paid tribute to the late **Harry Avrutin,** former State ULSTD president.

The **Television & Radio Artists** awarded their second annual American scene award for equal opportunity to Interactive Training Systems, a company that produces of training and industrial films.

Esther Johnson, who served as secretary-treasurer of the Government Employees from 1956 to 1970, died July 2 in Davenport, Iowa. She was 83. Johnson developed the AFGE's first financial manual for local unions and was a founding member of the National Organization for Women.

Unions post victories in NLRB elections

AFL-CIO unions scored organizing victories in recent National Labor Relations Board elections.

Newsstand workers in office buildings throughout New York City voted 127-80 to join the Retail, Wholesale & Dept. Store Union. The NLRB election covering the 260 newsstand operators was the second one for RWDSU Local 906. Just before an election last year, management promised to provide sick leave and other benefits. When the employer broke its promise, workers turned to the union for help.

The Aluminum, Brick & Glass Workers won an NLRB election 62-24 and now represent nurses, assistant nurses, drivers and technicians who work for the American Red Cross in Atlanta.

Employers try to pull plug on VDT law

Lawsuit and economic blackmail target worker protections

Hauppauge, N.Y.—A lot of employers don't like Suffolk County's new law that provides basic health protections for video display terminal operators.

One group of firms is suing to have the law struck down as unconstitutional. Others are resorting to economic blackmail—threatening to shift work out of the county and lay off workers, determined to raise public pressure to have the law wiped off the books.

But one large employer, Grumman Corp., which has 9,000 employees and 3,200 VDTs, said it "doesn't anticipate great costs . . . for implementation. We have a lot of the correct furniture already in place."

The comprehensive statute, the first of its kind in the United States, covers businesses with 20 or more VDTs that employ operators who spend at least 26 hours a week on the units. It requires them to provide ergonomically designed work stations, safety-related training and eye care benefits for these workers.

Joel Shufro, executive director of the New York Committee on Occupational Safety & Health, called the reactions from the business community "heavy economic blackmail."

Art Wilcox, director of the public employee division of the New York AFL-CIO, termed the recent personnel actions of the New York Telephone Co. "bizarre to say the least."

Hiring freeze

New York Telephone has put a freeze on hiring additional VDT operators and plans to close its Babylon, N.Y., directory assistance office and force about 125 employees to commute to offices outside Suffolk County.

The telephone company already provides eye care for its employees. Wilcox noted that the company's decision to transfer employees might cost more than complying with the law.

Under its union contract, the employer must provide vans for carpool workers transferred to other offices and provide employees transferred 35 or more miles from their homes an option to sell their homes to the company, Wilcox said.

The suit claims the county has no right to supersede state and federal constitutional authority to regulate the workplace.

The suit was filed in a state court by ILC Data Device Corp. of Bohemia, N.Y., Lumex Inc. of Bay Shore, N.Y., and Micra Corp. and Applied Digital Data Systems of Hauppauge, N.Y. Business groups backing the action include the Long Island Association, the Association for Better Long Island, the Long Island Forum for Technology, the Hauppauge Industrial Association and the Advancement for Commerce & Industry.

Wilcox said the suit is a "false cry by the business community." New York county governments are authorized to pass laws regulating health and have done so in the past.

Putnam County, N.Y., recently enacted a VDT law with similar protections that will cover all county employees and numerous other counties in the state are looking at VDT legislation, Wilcox said.

Industrial homework plan assailed

Continued from Page 1

rel industry and the part of the jewelry industry involving hazardous tasks from coverage and strengthened FLSA enforcement, the department said.

The evidence offered by the Labor Dept. for loosening the bans on industrial homework are "at best, sparse and irrelevant," Oswald said in his letter.

For example, the assertion that roads and telephone service are better today than in the 1940s is meant to convey the idea that it will be easier for federal compliance officers to receive and response to complaints, Oswald said.

That is not the problem, he stressed. Rather it is the fact that workers who make complaints are risking their jobs for nothing. Most complaints are answered by a finding of "inadequate record-keeping by the employer and worker. This means that there is insufficient evidence on which to base a backpay claim," Oswald pointed out.

Too often the employer gets a "slap on the wrist and the complainant is fired for complaining to the government. This experience is a lesson to them and others—do not complain again," he said.

The Ladies' Garment Workers and the Clothing & Textile Workers, whose members are directly threatened, have fought the Labor Dept.'s continued attempts to strip away the homework bans.

The ILGWU submitted affidavits from local union officers, organizers and homeworkers regarding illegal homework being done in New York and Pennsylvania, and photographs of material being delivered to and picked up from homeworkers' houses.

Snags not remedied

The "unavoidable conclusion" about the proposed regulations is that the "specific impediments to the FLSA enforcement among homeworkers in the knitted outerwear industry found to exist in the 1940s have not been remedied by the certification system and would not be remedied if that system were to be extended to other restricted industries."

Noting the Secretary of Labor's duty to enforce fair labor standards, including the minimum wage, the ILGWU said there is overwhelming evidence that the department has failed to protect homeworkers in the knitted outerwear industry.

The ACTWU emphasized in its comments to the Labor Dept. that the industries covered by the proposal "have been battered by import competition from low-wage countries" and "are now a fraction of their previous size."

The proposed certification process for homework in these industries, the union said, "will encourage wider use of homeworkers, will intensify the pressures on legitimate factory employers and will ultimately threaten FLSA compliance throughout the industry."

Pennsylvania pact brings gains for 12,000

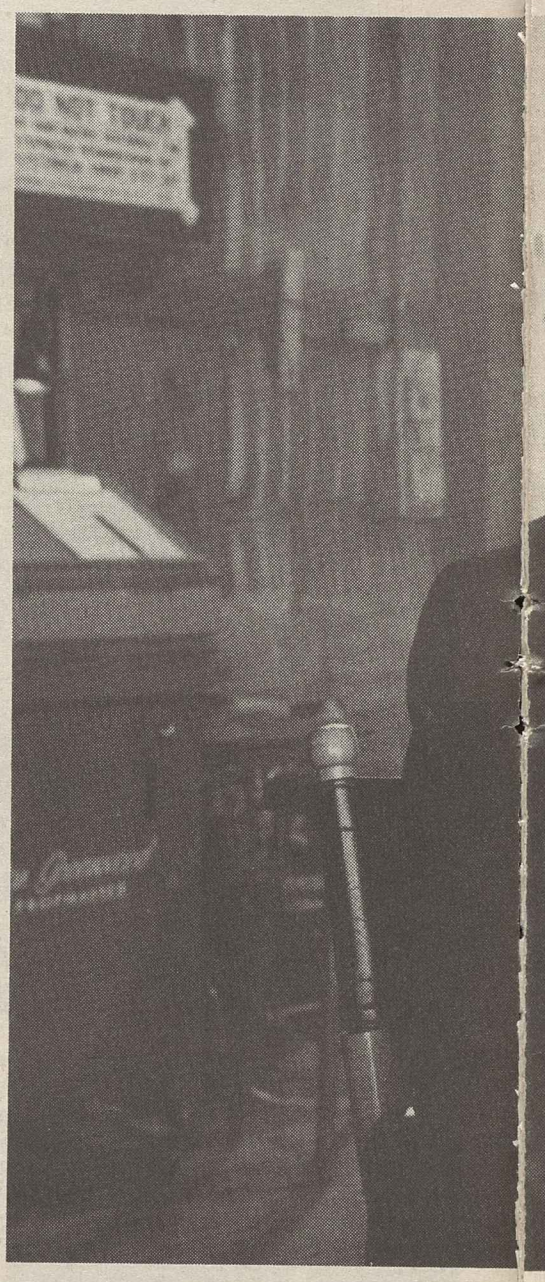
Harrisburg, Pa.—The Pennsylvania Social Services Union, a Service Employees affiliate representing 12,000 state workers, ratified a new three-year contract, ending a 20-day strike. The accord includes agency shop language, as permitted under a recently enacted state law.

SEIU Local 668 members ratified the accord by a 73-percent majority, Local President Paul Krissel said. Most members work for the state Depts. of Public Welfare and Labor & Industry.

The contract provides an across-the-board 4.1 percent pay raise immediately, 1 percent next Jan. 1, 5 percent on July 1, of 1989 and 1990, and 1 percent on Jan. 1, 1991, the union said. All current workers will receive longevity increases of 1.25 percent on Jan. 1, 1990, and a year later. A one-time adjustment of 3.15 percent will be paid to those will less than seven years' service on Jan. 1, 1989.

A joint labor-management committee will be set up to study elimination of the two-tier leave system, a key bargaining concern.

UNION YES IT'S WORKING



If you want to talk to America in 1988, you've got to do it in the media; and you've got to have a clear, simple message. That's what the experts say and that's what Union Yes is all about: unions talking to working people—union members and those who have no union.

Market research conducted for the AFL-CIO Labor Institute of Public Affairs confirms what many union leaders already know—working people want a voice with the boss, fairness on the job and the assurance that they can provide a secure present and future for themselves and their families.

The task for LIPA in designing a media outreach to increase public awareness of the labor movement is to reinforce what the public already knows: that workers with a union card are better off.

The Union Yes logo adorns a road sign welcoming motorists to Illinois, courtesy of the Quad Cities Federation of Labor.

But, what does Union Yes mean for unions?

The most obvious benefit is in organizing, where the magic of the media can reinforce the credibility of individual unions.

"We know that the vast majority of the 4,000 NLRB elections held every year are decided on tight margins," Larry Kirkman, LIPA's executive director, notes. "When a campaign coincides with a run of television and radio commercials, that can make the difference for those elusive few votes to get in the win column."

■ Ask Jay Van Winkle, president of a Firemen & Oilers local union in Berea, Ky. The local spent $230 on radio commercials (46 at $5 a pop) and saved their local in a decert election.

■ Ask AFSCME in Boston. A unit of 3,700 clerical and technical workers struggled for 10 years to win union representation at Harvard University. They finally succeeded. The final outcome was decided on the basis of three valid "Yes" votes. Simultaneous with the election, two workers in the unit were featured in radio spots using the Union Yes format.

■ Ask leaders of the Quad Cities (Illinois and Iowa) Central Body who erected approach signs on the Centennial Bridge that spans the Mississippi to read, "Welcome to Iowa...Welcome to Illinois...America Works Best When We Say, Union YES."

■ Ask the Rubber Workers in Wilson, N.C., where a Union Yes radio blitz is helping organize 1,200 Firestone workers.

■ Ask leaders of the Roofers who are preparing a first-ever "Roofers Union YES" video tape for distribution to their 135 locals—and who are negotiating to put a Union Yes message on the Kansas City Royals baseball scoreboard.

■ Ask Electrical Workers Local 322 in northern California, which plans to air its own 30-second TV commercial featuring IBEW members utilizing Union Yes.

Changing Attitudes

Media decisions of the magnitude of the federation's Union Yes campaign require hard facts, not just gut instinct. A campaign works if market research shows a changing attitude. Here, too, Union Yes seems to be making a mark.

Surveys conducted for the federation show that many who saw Union Yes television messages earlier this year changed their attitudes significantly after seeing those commercials.

Why?

One of the reasons is that the ads are believable. Real people talk about concrete problems—eliminating favoritism on the job, winning family leave, the importance of professional competence. The settings are authentic.

Coordinating the Effort

Successful media campaigns depend heavily on coordination and a combination of tools. Television ads alone can't do the job. So, LIPA has developed a range of products using the same theme and graphics to buttress the Union Yes message—radio commercials, print ads, art work for T-shirts, bumper stickers, lapel pins, billboards and theme music for audiocassettes. There is even a Union Yes videocassette that explains the program to union members.

Locals, central labor councils and others who piggyback on the wave that the Union Yes television commercials creates will get the best results, LIPA's Kirkman says. But the best opportunity won't last long. The second phase of TV ads begins Sept. 16, as the 1988 Summer Olympics debut on NBC-TV. Those who want to arrange radio, television or even billboard space should make their decision soon because political advertising will explode around Labor Day, making time and space difficult and expensive to buy.

LIPA, says Kirkman, is working with unions at all levels, from state central bodies to the local level, to help coordinate and make the best possible media buys.

A special toll-free "800" **(1-800-242-UNION)** number, provided by a subsidiary of AT&T and organized by the Communications Workers, has been set up to assist trade unionists across the country in getting information and promotional material.

Another special LIPA service is to help unions "design" or "customize" programs, considering their needs, their budgets and their markets. Union leaders who want help on that point should contact LIPA directly at their Washington phone number.

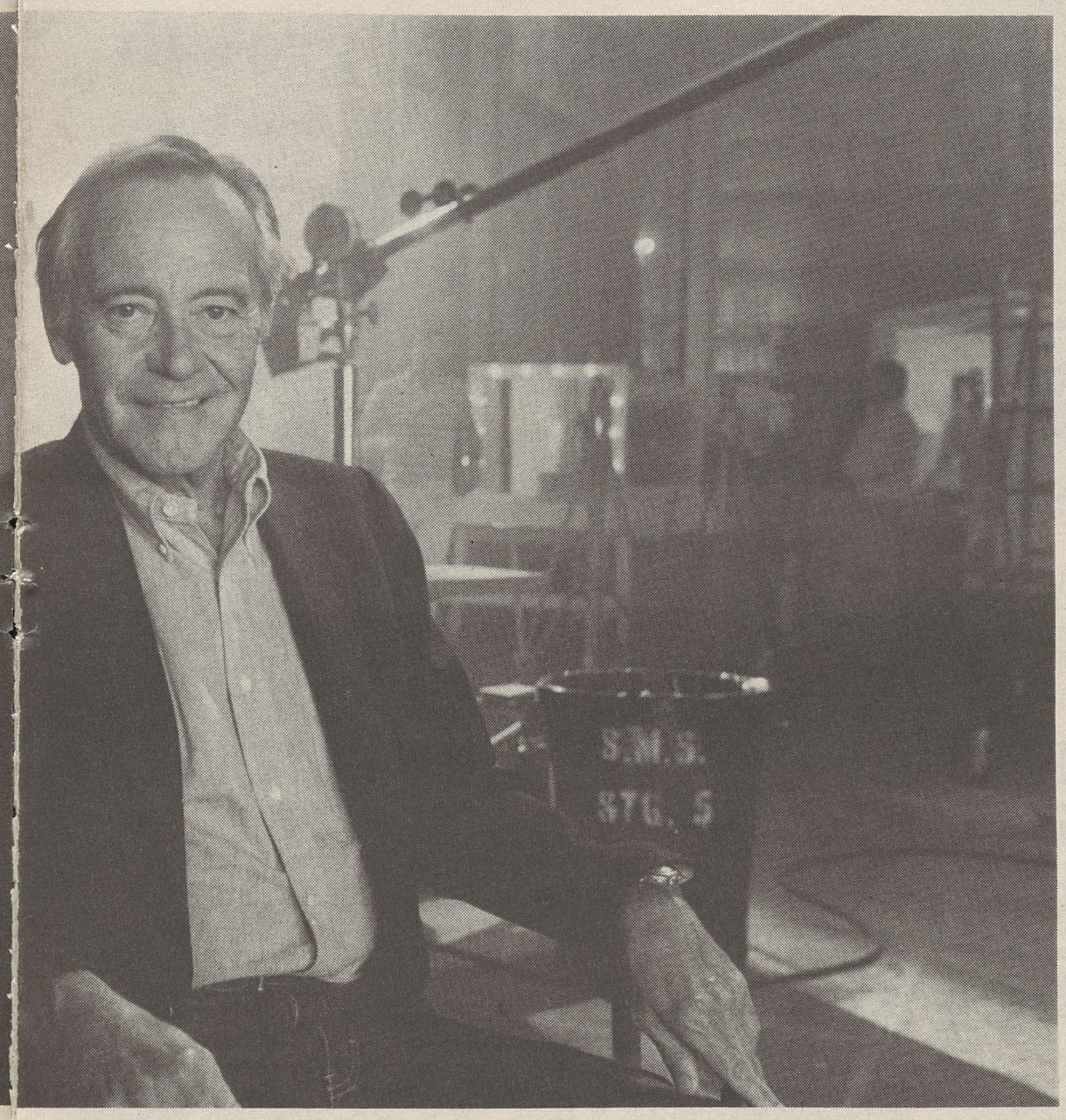
Next Wave: September 16

The new Union Yes TV fare will feature Jack Lemmon, one of America's best known actors, along with the winners of a nationwide essay contest.

The contest drew hundreds of entries from rank-and-file union members all across the country who explained, in 25 words or less, "Why I Said Union, Yes."

The four winners—two finalists and two backups—will spend five days in Los Angeles in mid-August filming the commercials.

Independent, third-party judges selected



Union Yes ads return to network television starting September 16 with spots on prime time, including the opening ceremonies of the Summer Olympic games. Spots by Academy Award winner Jack Lemmon of the Screen Actors will alternate with other spots now being filmed which feature union members selected in a nationwide contest.

25 finalists, and these finalists were given screen tests in Chicago, Los Angeles and Washington to pick the top winners.

Tyne Daly of ''Cagney and Lacey'' and Howard Hesseman of ''Head of the Class'' helped the AFL-CIO launch the Union Yes commercial blitz last May. They will return when the Olympics spots begin along with Lemmon, a newcomer on the commercial scene.

Winner of two Academy Awards and an Emmy, Lemmon doesn't endorse commercial products but agreed to participate in the Union Yes campaign because of his strong beliefs in the labor movement and his willingness to share those beliefs with all America.

''I believe in unions—I always have,'' Lemmon stresses, adding: ''I said yes to the union movement because America's working people today need unions as much as they ever have and we have to tell the public—especially the younger people—that they can have a meaningful voice on the job.''

Daly and Hesseman share Lemmon's enthusiasm for the campaign—and for the union movement.

Says Daly, ''I'm a union maid. I got my first union card when I was fifteen. Matter of fact, I've been in the union longer than I've been married, and I've been married a quarter of a century.''

Hesseman, who plays a teacher in his popular TV series, says his biggest hope is that the Union Yes campaign will reach young people and make them more curious: ''Maybe they would ask more questions in the classroom about the labor movement in America, more questions of their parents or others around them who have some knowledge of what unions mean.''

And, that, of course is what the entire $13 million, two-year program is all about: to improve the public's understanding of unions and to expand labor's workplace representation of millions of young workers who don't now enjoy the benefits of a contract.

Magnifying the Impact

That's why central bodies and affiliates are helping magnify the effort with their own contributions.

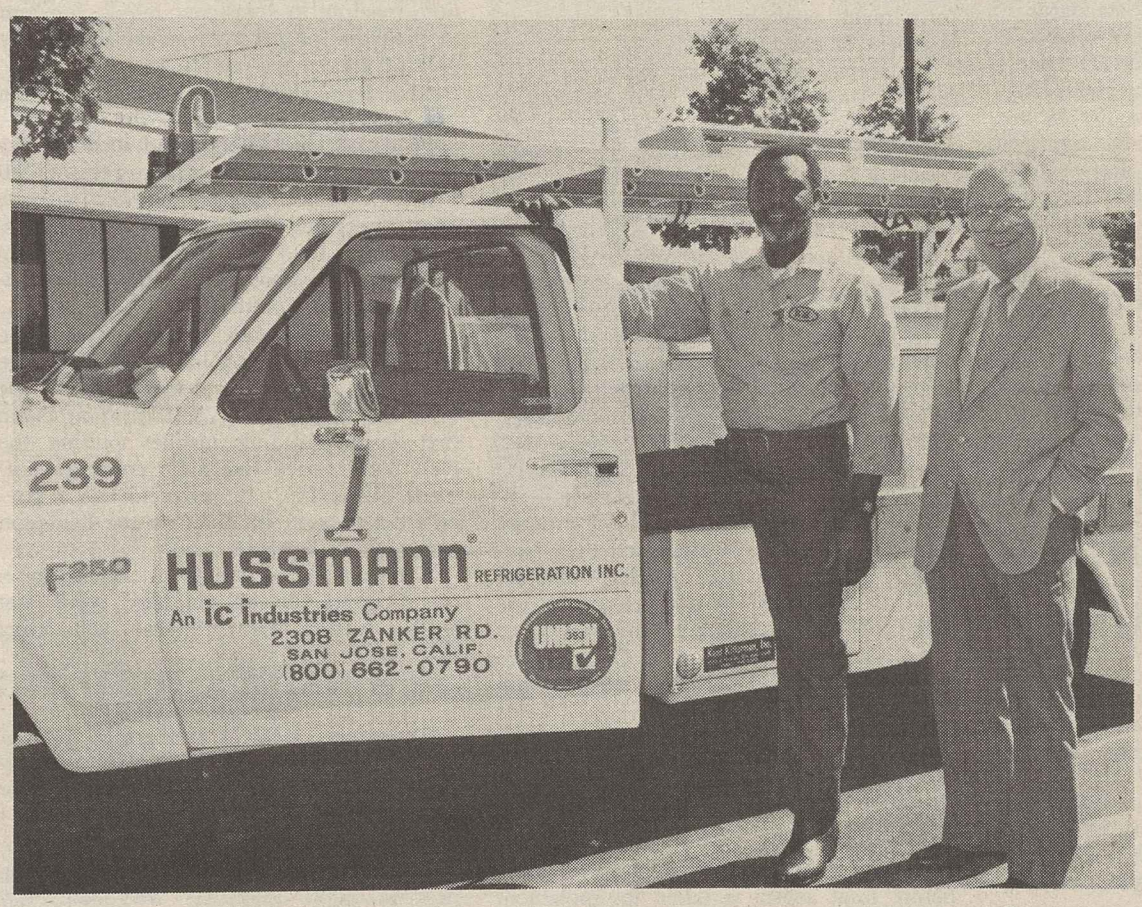
The Chicago AFL-CIO, for example, spent $75,000 during May and June for an initial radio campaign to remind listeners on eight stations that ''Chicago works best when employees have a voice on the job.''

The Chicago federation is sponsoring a second major effort corresponding with Labor Day observances. Union Yes is the theme for Chicago's Labor Day Parade, traditionally one of the largest in the nation. Additionally, on Labor Day weekend, as Illinois plays Washinton State, fans will see a half time show devoted to the same theme. Affiliates of the Chicago Federation will put up another $75,000 for radio time to run in conjunction with LIPA's fall television ads.

Based on surveys and conversations with union leaders across the country, Kirkman said, ad content—regardless of TV, radio and print—is designed to appeal to the issues to which Americans are most responsive:

- Dignity on the job; fair treatment at work, and having a ''voice'' with the boss.
- Family needs, including child care and parental leave.
- Professionalism, doing a quality job and career advancement—reminding today's workers that the work they do deserves respect.
- That a union voice is available to all workers, regardless of the jobs they perform.

''These issues especially appeal to workers in the 18 to 39 age range, the range that unions need to reach as we branch out, whether internally or externally,'' Kirkman points out.



Plumbers Local 393 in the San Francisco Bay area produced a tailor-made Union Yes campaign with tv ads running on the two top rated local television news programs and on three Santa Clara County radio stations. The ads feature ''end users'' of plumbing work—including engineers, doctors, home builders and the head of a food chain—explaining why they insist on the quality of work that union plumbers provide. Coupled with the ad, the Local enlisted union plumbing contractors to carry a stylized Union Yes logo designed especially for the campaign. Shown in the photo is journeyman Will Polk, left, with Local Business Manager Robert Duffey and the logo on a contractor's truck.

UNION YES it's working—

Field trip

Seafarers President Michael Sacco briefs scouts on a visit to AFL-CIO headquarters. The 17 boy and girl scouts spent two weeks at the SIU's Harry Lundeberg School as guests of Maritime Trades Dept. port councils in their hometowns. Their agenda included visits with their congressional representatives and federation officials, and a tugboat ride.

Organizing successes bolster UFCW growth

Wynn outlines union agenda for delegates

San Francisco—The Food & Commercial Workers gained 100,000 new members last year and nearly 400,000 over the past five years as the union continues to pursue an aggressive organizing program, President William H. Wynn told convention delegates.

"Organizing is our lifeblood," Wynn said in his keynote address. "It's the only lasting answer to head off management's demand for worker concessions." The UFCW's organizing success has boosted the union's membership to 1.3 million, he said.

Wynn outlined the union's agenda for each of the its industry divisions—insurance, hair care, financial institutions, manufacturing and processing, health care, meatpacking and the big retail food sector.

He also urged the 2,500 delegates to take part in the political campaigns and elections in the United States and Canada. "The power to vote is the power to make a difference, not only for ourselves and our union but for all working people," Wynn stressed. He called on the delegates to support new candidates "who believe that workers should benefit from change, not be the victims of change."

Wynn keynotes convention.

Labor's role

In a convention address, AFL-CIO President Lane Kirkland told delegates that the Union Yes program reminds "our friends and neighbors in the community that unions are representative institutions, rooted in our democratic system.

"We want them to understand that the labor movement is a reflection of America's time-honored commitment to freedom; freedom to organize, freedom of association, freedom to speak our minds, freedom to play our proper role as citizens in the political life of this nation."

"The leadership of the Justice Dept. itself has been aptly characterized by one of its own as a 'sleaze,' " Kirkland said. "If due process of law and the presumption of innocence is good enough for dealing with Wall Street and the Pentagon and the Justice Dept.'s own dirty linen, then it damn well should be good enough for the government in dealing with labor."

Kirkland expressed his outrage over the Reagan Justice Dept.'s bid to take over the Teamsters, reminding delegates that "we have not heard the Administration claim that insider trading justifies putting the New York Stock Exchange under government trusteeship," or move to use a government trustee "to clean up the Pentagon procurement system."

Kirkland joined Wynn in urging union members to "do all the hard work that spells election victory" that will bring about a government of "fairness, competence and integrity for a change."

It's time "we had a president who will support and enforce a really strong plant closing notification law rather than continue to coddle those raiders, runaways and job-busters who insist upon the sacred right of corporate bosses to treat working people like trash to be thrown out with the day's garbage," Kirkland declared.

In a unanimous vote, delegates returned Wynn and Sec.-Treas. Jerry Menapace to office. The convention also presented an honorary membership card to actress Vicki Lawrence and her "Mama" character for bolstering labor's cause.

Vote effort

Convention speakers included Sen. Alan Cranston (D-Calif.), who called on UFCW members "to do what it takes" in voter registration and get-out-the-vote efforts, and Service Employees Sec.-Treas. Richard Cordtz, who called the November general election "a choice between someone who knows how to make government work for the people and someone who has never known how government works, even when he was privy to the inner secrets of the White House."

Delegates also heard from Presidents Shirley Carr, Canadian Labor Congress, and Lenore Miller, Retail, Wholesale & Dept. Store Union and Executive Directors Benjamin Hooks of the NAACP, and Randall Robinson of TransAfrica.

Child care measure adopted by Senate Labor Committee

A labor-supported child care bill moved up on the congressional agenda with a strong vote of support from the Senate Labor & Human Resources Committee.

Its goal is to make child care facilities available—and affordable—to more working parents.

It would do this through seed money to states to expand child care services, subsidies for child care expenses of families with incomes below the midpoints for their states, and federal minimum standards to upgrade the quality of day care centers.

Sen. Christopher J. Dodd (D-Conn.), the bill's chief sponsor along with Rep. Dale E. Kildee (D-Mich.) in the House, said the committee's voice vote approval shows that "Democrats and Republicans, liberals and conservatives alike, recognize that child care is no longer a luxury but a bottom line necessity."

The committee-approved bill would authorize up to $2.5 billion for the first full year of the program. But it faces roadblocks in the legislative process, and committee Republicans have called for further negotiations before the bill reaches the Senate floor. The House Education & Labor Committee is considering a companion bill.

Despite the obstacles, there is widespread agreement that child care assistance to working parents is essential and overdue.

Pressing concern

AFL-CIO Legislative Director Robert M. McGlotten wrote Senate committee members that dramatic changes in American society and the nature of the workforce make essential "a serious federal investment in child care."

Economic necessity has made it necessary for most mothers of small children to work outside the home, McGlotten noted. Affordable, quality child care has become "one of the most pressing concerns" for today's families, he stressed.

In other congressional developments:

- A House-Senate conference struggled to reconcile different approaches to welfare reform legislation.

In a letter to conferees, the AFL-CIO expressed strong objections to a provision of the Senate bill that would require states to expand workfare and minimum wage "work supplementation" jobs.

McGlotten said the Senate version would endanger public employee job security and the collective bargaining process. He praised the House approach that "emphasizes education and training" and assures that work will be compensated at the going rate rather than the minimum wage.

- President Reagan sent Congress an unamendable package of legislation to implement the U.S.-Canada Free Trade Agreement. Changes were made from an earlier draft to lessen congressional resistance, but the labor movements of both countries remain opposed to the pact.

In Canada, the two opposition parties are pressing for a parliamentary election before final action is taken to implement the agreement.

- The House approved a supplementary appropriations bill that includes funds needed to keep black lung benefits and trade adjustment assistance payments from running out.

Glass union asks compensation for raider's victims

Continued from Page 1

measures—including the plant closing bill passed by Congress—could be the first step in recognizing employee rights, Summers emphasized.

Those measures focus "on the element of fairness to employees" and can ensure that workers are not "kicked around just because people are moving capital around," Summers said.

Both AFL-CIO President Lane Kirkland and General Counsel Laurence Gold have testified before congressional committees on the need to regulate corporate takeovers. Their testimony has called for limits on "the highly speculative activities" that mark "finance-driven" corporate restructuring and protections for workers and communities.

Because Wickes earlier had filed for protection from its creditors under federal bankruptcy laws, the company had been accumulating cash reserves by paying only a portion of its debts to creditors, the suit pointed out. That cash was used to finance Wickes's takeover bid.

"Wickes interfered with the prospective economic advantage of the class and made its money as a result of conduct that was both injurious and transgressive of generally accepted standards of common morality and law," the suit stated. The company "unjustifiably and wrongfully interfered with the right of plaintiffs and class members to enjoy the fruits and advantages of their industries and efforts . . . and of their labor organizations to receive dues income," it added.

Teamsters map new car-hauling talks

Teamsters President William J. McCarthy has called the union's carhaul negotiating committee into session to prepare for resumption of bargaining with the nation's auto carrier firms.

A proposed three-year contract covering nearly 20,000 Teamsters who haul new cars and trucks from auto assembly plants and ports was rejected by union members in nationwide balloting. The vote against ratification was 9,122-3,535, the IBT said.

The agreement with the National Automobile Transporters Association would have provided hourly increases of 40 cents each year of the contract.

A key issue in the ratification debate was a provision to allow reduced rates on occasions when it would help companies obtain more car hauling business. Union negotiators had stressed the job security intent of the language.

No strike action has been authorized, McCarthy said. With carmakers in the midst of model changeovers, this is a slack time for auto hauling. IBT anticipates a new meeting with management as the next step.

Schedule of Labor Studies Center courses

The George Meany Center for Labor Studies will offer seven workshops during August and September. The schedule:

Computers for Local Unions, Aug. 21-25—Institute for union staff on the uses of mini- and micro-computers.

Teaching Techniques in Labor Education, Aug. 21-26—Class on commonly used techniques in labor education for those who teach in union conferences, summer schools or night classes.

Organizing Techniques I, Aug. 28-Sept 2—Review of elements in organizing campaigns, including targeting, house calls, picking winning issues and developing plant committees.

TV: The Cool Medium, Sept. 6-9—Workshop for union leaders on how to face television cameras and work with reporters.

Contract Negotiations: Private Sector, Sept. 11-16—Sessions on bargaining tactics, role of the chief negotiators, and preparation and design of initial counterproposals.

Working with the News Media, Sept. 18-22—Workshop for union officers and representatives on use of the press, television, cable TV and radio to bolster labor's image.

Standards of Discipline & Discharge in Arbitration, Sept. 25-30—Advanced institute exploring the concept of just cause, standards for arbitrators, investigation procedures and standards of proof.

Affiliates and departments using the campus for their own staff training programs are: UCLEA Southern School for Union Women, Aug. 7-12; Teachers, Aug. 14-17; Dept. of Occupational Safety, Health & Social Security, Aug. 14-19; Flight Attendants, Aug. 15-19; American Institute for Free Labor Development, Aug. 14-Sept. 9; Frontlash, Aug. 21-24; Maintenance of Way Employes, Aug. 21-26, and COPE, Aug. 23-26.

More information on labor studies programs is available from Janis Underwood, registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400.

The courses are open to full-time leaders of all AFL-CIO unions. There is no charge for tuition.

RESTORING FULL JOBLESS BENEFITS

Flawed UI System a 'Crap Shoot'

During the deep 1981-82 Reagan Recession, state unemployment insurance trust funds found themselves in the hole and had to resort to massive borrowing from the federal government to cover jobless benefits.

Six years after recovery, one would think that the UI system would be well stocked and ready for the next recession. But a report by the General Accounting Office, the investigating arm of Congress, found that isn't the case.

The GAO report showed that as of December 1987 only Hawaii, Mississippi, South Dakota and the Virgin Islands had UI reserves sufficient to pay recession-level demand for benefits.

Consequently, the GAO warned, future mass layoffs threaten a repeat pattern of the early 1980s—states with inadequate reserves becoming insolvent, borrowing massively from federal funds and cutting benefits and the number of unemployed receiving them.

Only 1 in 3 Jobless Collect

It's disturbing to imagine a scenario where even fewer of the nation's jobless can collect UI benefits. In 1987, only 31.5 percent of the unemployed received benefits during an average month, according to a report by Isaac Shapiro for the Center on Budget & Policy Priorities, an independent research group.

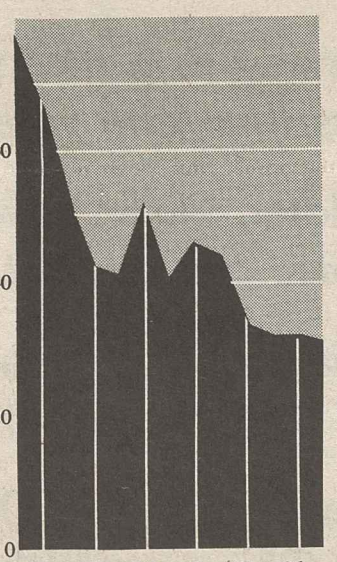
Shapiro said the 5.1 million unemployed without benefits in 1987, during a year when the unemployment rate was 6.2 percent, is nearly as high as the 5.8 million workers who went without benefits in 1982. That's the year the Reagan Recession hit bottom and the unemployment rate soared to 10.8 percent—a post-war record.

The number of unemployed receiving benefits in 1987 varied greatly among states. In 33 states, fewer than one in three qualified for benefits, while in 12 states less than one in four received them. Only in Alaska, Massachusetts and Rhode Island did more than half of the jobless get benefits, the center said.

Benefit levels also fell. From 1978 to 1987, the amount of jobless benefits provided per unemployed worker fell 25 percent, or nearly $60 a month, after adjusting for inflation, the center said.

UNEMPLOYMENT: FEWER HELPED

PERCENTAGE OF JOBLESS RECEIVING UNEMPLOYMENT INSURANCE BENEFITS



SOURCE: LABOR DEPARTMENT

Hit by Reagan Budget Cuts

Particularly hard hit by the 1981 Reagan budget cuts, which tied states' borrowing for UI to reduced eligibility and benefits, were the long-term unemployed.

James N. Ellenberger, assistant director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, noted that in 1987 only 3,190 Americans out of more than 1 million jobless for 27 weeks or more received extended UI benefits each month. In 1978, there were an average of 650,000 long-term jobless each month, but an average of 78,363 of those workers received extended UI benefits.

Ellenberger said the chronic serious underfinancing of the UI system is deliberate. He explained it as a simple formula: keep the system underfunded in relation to needs and use that underfunding as the rationale for restricting access to benefits and keeping benefit amounts low.

An example of the deliberate underfunding, said Ellenberger, is the steep drop in the ratio of wages subject to UI taxes—from 98 percent in 1939 to 34 percent today. A major step toward strengthening the UI system would be for Congress to index the taxable wage base to at least 65 percent of the annual wage, he said.

Federal Standards Needed

The GAO suggested that Congress may need to consider establishing federal standards that provide states with financial incentives to build up reserves, while protecting worker amounts paid. A Labor Dept. official said the Reagan Administration opposes such federal standards because they would be too complicated.

Since this nation has endured many economic up and down cycles, it is incredibly naive to think there will never be another recession. And, since the UI system was originally designed to serve as a counter-cyclical force by providing the unemployed with income to spend during a recession, it would be near-sighted to let states repeat the mistake of the early 1980s of having to borrow and further reduce benefits.

Common sense requires that the next Administration and Congress look carefully at ways to strengthen the UI system. The system should be restored to serve the unemployed instead of leaving it as a "crap shoot" for workers, as Chairman Tom Lantos (D-Calif.) of the House subcommittee on Employment & Housing described it.

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POST IT

POST IT

Remember in November . . .

ONE VOTE COUNTS!

- John F. Kennedy won the presidency over Richard Nixon in 1960 by *less than one vote per precinct* nationwide.
- Eight years later, Nixon defeated Hubert Humphrey by *less than two votes per precinct.*
- James Garfield beat Winfield Hancock for the White House in 1880 by 1898 votes out of 9,210,420 votes cast.
- A shift of fewer than 10,000 votes in two states in 1976—Hawaii and Ohio—would have given Gerald Ford a 270-268 electoral vote presidential victory over Jimmy Carter.
- In 1984, Robert McCloskey became Congressman from Indiana's 8th District *by only four votes* out of more than 233,000 votes cast.

Get the Message?

One Vote...*Your* Vote Counts

REGISTER/VOTE

Trade bill clears final hurdle

Congress gives next president a mandate for change

With plant closing notification safely written into law, Congress quickly completed action on a job-expanding trade bill that will help the next President bring U.S. exports and imports into closer balance.

Its focus is on opening new markets for American products—through negotiations to bring down barriers, but with the club of retaliation available if negotiations fail.

It expands trade adjustment assistance to more groups of workers displaced by imports. And it incorporates a major retraining program for dislocated workers—regardless of the cause of their job loss—that includes a "rapid response" to notices of plant closings or layoffs.

The measure doesn't go as far as the AFL-CIO had sought in guaranteeing a reduction of the trade deficit. A reluctant President will have "wiggle room" to avoid taking action. But an Administration that wants to use them will find new weapons in its trade negotiation arsenal.

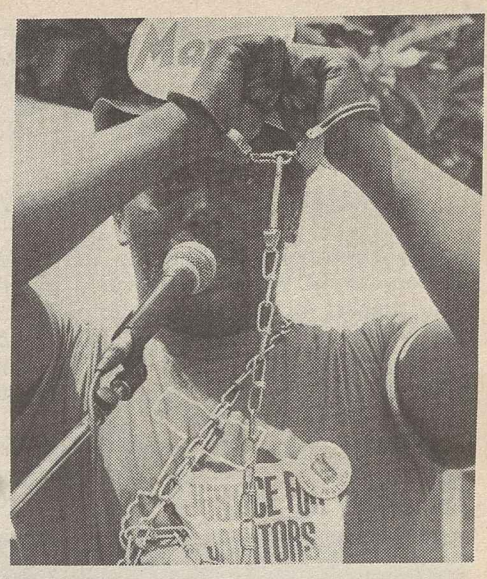
For the first time, the U.S. Trade Representative will be able to take retaliatory action against a country that flouts internationally accepted employment standards by actions such as denying the right to organize or use of child labor. That would be branded an "unreasonable" trade practice, subject to discretionary retaliation.

In the same category would be countries that have undercut U.S. firms by export targeting—a government supported policy of building up industries beyond domestic needs in order to capture a large share of the American market.

President Reagan has sought to eliminate the trade adjustment assistance program, which provides retraining opportunities and supplemental unemployment benefits to workers who have lost their jobs because of increased imports.

Instead, the new legislation expands eligibility for TAA benefits to include jobless oil and gas workers and so-called

Continued on Page 2



In bondage

Janitor Louis Sharp tells crowd of union supporters how low wages and no benefits keep cleanup crews at the World Bank in economic bondage. (Story on Page 8.)

AFL-CIO news

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AUGUST 6, 1988

UNION YES

Sweatshop protest

Ladies' Garment Workers President Jay Mazur and New York State AFL-CIO President Edward Cleary describe sweatshop conditions in nonunion contract shops used by Soho Manufacturing Co., a major national wholesaler of women's blouses. Soho, a jobber, has rebuffed the ILGWU's efforts that it agree to use union shops. (Story on Page 6.)

'Political realities' bring victory on plant closing law

By David L. Perlman

A plant closing bill that guarantees workers a 60-day notice before their jobs are wiped out became law on a tide of public support that overwhelmed employer and Administration opposition.

In the end, President Reagan backed off from his veto threat, acknowledging what he termed "the political realities." Reagan still wouldn't sign the labor-supported bill. But it became law automatically when the 10-day deadline for a presidential veto expired.

The "realities" were that Americans overwhelmingly supported the legislation, there was a strong probability that the veto would be overridden, and Republicans in tight election contests were openly imploring Reagan to let them off the hook.

AFL-CIO President Lane Kirkland welcomed Reagan's decision not to veto the bill as "a victory for fairness" to workers, their families and their communities.

Kirkland praised the congressional leaders who shaped a strategy that led to enactment of both plant closing notification and the omnibus trade bill. The two are linked by a provision in the trade bill requiring states to set up a rapid response mechanism to provide retraining and job placement assistance to workers displaced by shutdowns and layoffs.

The goal of the rapid response provision—to have a jobs program in place before layoffs occur—is only achievable when workers and communities have advance warning. And that's what the plant closing law seeks to assure.

It will take effect on Feb. 4, 1989—six months after enactment.

Firms with 100 or more full-time employees will be required to give workers and their communities 60 days advance notice of:

- A plant closing that would result in 50 or more employees at one site losing their jobs.
- A layoff of six months or longer affecting 50 or more workers who constitute at least one-third of the workforce.
- A layoff of 500 or more workers, even if they are less than one-third of the workforce.

The required notice must also be given to state and local governments, and to unions representing affected workers.

Sets penalties

A firm that fails to give adequate notice will have to pay its workers damages equal to one day's pay plus the cost of other employment benefits for each day notice was not given. The employer can also be required to pay damages of up to $500 a day to the local community.

Shutdowns or layoffs resulting from business circumstances that could not have been reasonably foreseen, or from natural disasters, are exempt from the notice requirement. Also exempted are "faltering companies" that had reasonable grounds for believing that a notice of closing would prevent them from obtaining capital they were seeking to stay in business.

The legislation is a compromise version

Continued on Page 2

Teamsters affiliate with Michigan Fed

Lansing, Mich.—The 77,000-member Michigan Council of Teamsters will rejoin the Michigan AFL-CIO by Labor Day, State Federation President Frank Garrison said, increasing the strength of the labor movement throughout the state.

"While the Michigan Teamsters and many AFL-CIO unions have worked closely together in the past, this official reunification will make labor a more potent force," he declared.

Delegates to the annual meeting of IBT Joint Council 43 overwhelmingly supported the affiliation, Council President Larry Brennan said.

Garrison called the vote a timely one, "because the entire labor movement is gearing up to elect a new president who'll put this country back on a course leading to economic prosperity for all, not just for a few."

Teamster councils nationwide have been joining state and local central bodies, the AFL-CIO said.

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88/9/8

Court stalls Eastern union-busting

A federal judge sided with three union to stall Eastern Airlines Inc.'s plan to terminate 4,000 jobs and service to 14 cities. The Air Line Pilots, Machinists and Transport Workers had sought the court action.

In issuing a temporary restraining order, U.S. District Judge Barrington D. Parker cited evidence that shows Eastern's plan for "a drastic curtailment and restructuring of operations" violates federal law and is an attempt to circumvent normal labor relations. "Eastern's announced 'downsizing' is an attempt to do exactly what the law forbids," which is to change the status quo during bargaining, Parker declared.

He said the unions made a "strong showing that Eastern possesses a union animus." Evidence exists, Parker said, that Eastern planned to transfer some of the flights it would abandon to Continental Airlines, a nonunion carrier owned by Texas Air Corp.

Union battle

The unions are locked in a battle with Eastern management and Texas Air Chairman Frank Lorenzo. The court action upholds the unions' charges that the cutbacks are just a scheme to mask Texas Air's stripping of valuable assets from Eastern to transfer to Continental.

The judge described the temporary restraining order as "a holding pattern." A hearing will be held later to consider a preliminary injunction against the Eastern's planned 12 percent slash in its workforce, which is to take effect on Aug. 31.

The three unions will be required to post a bond to protect Eastern from possible damages should the preliminary injunction not be granted. Eastern's attorney suggested an $8 million bond, while IAM's attorney, Joseph Guerrieri Jr., noted the unions only had to post a $5,000 bond in the dispute over the planned transfer of the

Continued on Page 2

UFCW says 'yes' to Dukakis-Bentsen

Convention delegates urge endorsement by General Board

San Francisco—Delegates to the Food & Commercial Workers convention voiced their support for the Democratic presidential ticket of Michael S. Dukakis and Lloyd Bentsen, calling on the AFL-CIO to endorse the Democratic team at its General Board meeting on August 24.

Delegates also voted to strengthen the union's financial resources and increased the monthly per capita tax of $6.04 by 50 cents, effective next January, with another 50-cent increase to take effect a year later. The funds will double the union's strike fund. The convention also voted to give the UFCW executive board authority to raise per capita rates in 1991 by up to 50 cents.

Speaking to the convention via television satellite transmission, Dukakis stressed the link between good jobs and a healthy economy, noting that good jobs at good wages were key to forging "a new era of greatness."

AFL-CIO President Kirkland tries out Union Yes suspenders at the UFCW convention with President William H. Wynn.

The 1988 presidential election is "about jobs in middle America . . . values, decency, principles and fairness for working men and women," he said.

Bentsen repeated that theme in the convention hall, calling the attitude of the Reagan Adminstration toward workers "a disgrace and an injustice." He urged union members to take part in the election, noting that if workers care about plant closing notice, an increased minimum wage, pay equity, fair trade and other issues, "indifference is not an option."

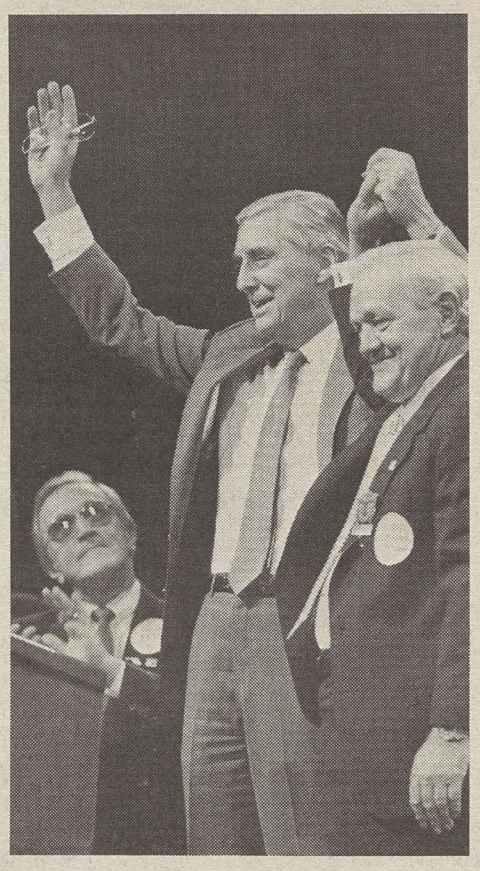
Election poll

President William Wynn reported the results of a poll among UFCW members that showed the Dukakis-Bentsen slate leading the Republican ticket by a 52-29 percent margin, with 19 percent undecided.

The survey found women members supporting Dukakis by 54-24 percent. A majority of UFCW members identify themselves as Democrats, with just 24 percent calling themselves Republicans. By a 13-1 ratio, UFCW members said they would be positively influenced by an endorsement from their union.

The survey was conducted by the Wilson Center, a nonprofit institution.

In a series of resolutions, delegates expressed their opposition to two-tier contracts and called for common contract expiration dates by industry. They declared strong opposition to the pending trade agreement between the United States and Canada which has been condemned by labor federations in both countries.



Wynn introduces Bentsen.

Delegates also expressed strong opposition to the U.S. government's effort to take over the Teamsters and opposed the imposition of trusteeship on any union.

Speakers included Presidents John DeConcini of the Bakery, Confectionery & Tobacco Workers and Joyce Miller of the Coalition of Labor Union Women; Texas Agriculture Commissioner Jim Hightower, and Rep. Charles Hayes (D-Ill.), a former UFCW vice president.

Reagan bows to political realities on plant closing law

Continued from Page 1

of the stronger plant closing bill that the trade union movement and its allies in Congress had sought. But its obvious reasonableness made possible the building of a strong consensus, in Congress and public opinion, that overcame Administration and business hostility.

Reagan, Vice President Bush, and the Republicans in Congress who allied themselves with the business lobby found themselves on the wrong side of the fairness issue in an election year.

The presidential contest contrasted the strong support for plant closing legislation by Democratic nominee Michael Dukakis with Bush's uncomfortable embrace of a toothless "voluntary" notification bill as a substitute for the mandatory notice required by the veto-threatened measure.

Furthermore, the Democratic vice presidential nominee, Sen. Lloyd Bentsen, had been one of the architects of a strategy that led to passage of both plant closing notification and the trade reform bill to which it had originally been attached.

The congressional strategists on the plant closing bill included both House Speaker Jim Wright and Senate Majority Leader Robert C. Byrd. On the Senate side, floor leaders were Labor & Human Resources Committee Chairman Edward M. Kennedy (D-Mass.) and Howard M. Metzenbaum (D-Ohio). Lead players on the House side included Education & Labor Chairman Augustus F. Hawkins (D-Calif.) and two veterans of the 14-year legislative campaign, William L. Clay (D-Mo.) and William D. Ford (D-Mich.).

Trade reform and plant closing notification—both high on labor's legislative agenda—were joined last year when the House-passed trade bill was being reworked by the Senate. The plant closing compromise—essentially the provisions now written into law—had bipartisan support and was added to the trade bill by a 60-40 vote.

Veto defied

It stayed in the final version of the trade bill that emerged last April from a series of House-Senate conferences despite White House warnings that its inclusion would cause Reagan to veto the entire trade package.

Reagan carried out his threat, and the White House claimed victory when the Senate was unable to join the House in mustering a two-thirds vote to override the veto.

That was supposed to be the signal for Congress to drop the plant closing provision and repass the rest of the bill so Reagan could sign it into law.

But the trade union movement, which had mounted a grass roots lobbying campaign and funded a multi-media campaign in key states and congressional districts, pressed to keep the battle going and won the influential support of the congressional leadership.

Trade and plant closing notification would remain linked. But by splitting the bills, a veto-proof two-thirds majority could be achieved. Several senators who had voted against overriding the trade bill veto for reasons other than plant closing now voted for the plant closing bill and it passed, 72-23.

The House then joined with a 286-136 vote, also above the two-thirds mark but close enough so that there was a possibility for Reagan to use carrot-and-stick powers of the presidency to switch some Republican votes to sustain a veto.

But Republicans—including the Bush presidential campaign—were feeling the political heat. Now it was almost certain that a veto would be overridden—and on the eve of the Republican convention. Reagan grumbled about "political shenanigans," but for the first time in his Administration allowed a bill to become law without his signature or veto.

The U.S. Chamber of Commerce complained bitterly that "Congress succumbed to emotionalism and scare tactics engineered by union bosses."

The National Association of Manufacturers said the plant closing notification law would be "one more millstone around the neck of American companies."

Fears not shared

But a Wall Street Journal news roundup found a number of corporate executives didn't share such fears—including some firms that already are required by union contracts to give even longer notice of cutbacks.

"It just means other employers are going to have to do what we've been doing for years," Anchor Glass Container Corp. Vice President James Smith was quoted.

It is the "other employers" that are the targets of the legislation. Estimates made during the congressional debate are that in each of the past two years there were some 800,000 workers who would have been covered by the new law who received less than 60 days' notice before their jobs were eliminated. Some found out only when they found the plant gates chained shut.

Trade bill marks change of course

Continued from Page 1

secondary workers in firms providing goods and services to industries hurt by increased imports.

The legislation directs the President to seek an international agreement on a small import fee to go into a trust fund to support programs such as TAA that assist workers affected by imports.

Another provision of the bill is intended to open up foreign telecommunications markets to the United States, with retaliation the stick at the bargaining table.

In another section, the timetable for import relief to give battered domestic industries a chanced to become more competitive is speeded up.

Reagan's veto of the first version of the omnibus trade bill, because of its plant closing provision, raised fears that House or Senate amendments could derail the entire measure. But congressional leaders held changes to a bare minimum and mustered big bipartisan majorities—376-45 in the House and 85-11 in the Senate.

Court stalls Eastern union-busting

Continued from Page 1

Eastern shuttle. In early July, Eastern dropped its plan to sell the shuttle operation, and it agreed with the unions to work to protect safety at the airline.

In mid-July, Eastern announced its plan to wipe out the 4,000 jobs and end service to 14 cities. The airline unions cited this as another example of Texas Air sucking the life blood out of the airline, pointing out the carrier held a cash reserve of $430 million on June 30.

The cutbacks would eliminate the jobs of about 500 pilots, 1,000 machinists and groundworkers, and 1,000 flight attendants who belong to the TWU. The rest will come from nonunion and management. Last November, Eastern slashed its workforce by 3,500 jobs.

Jack Bavis, chairman of ALPA's Eastern group, said the cutbacks and takeback demands are "just the latest act in a prescripted story. I fully expect a further downsizing as part of the master plan. This build-up of Continental at the expense of Eastern has been Lorenzo's goal since day one, and the corporate strategy is to accomplish this by making labor the scapegoat."

A survey shows Eastern ranks ninth among the top 10 carriers in pilots' pay and 82 percent of all major airline pilots are paid more than Eastern pilots, with all but one of the firms paying more showing a profit.

Furloughs planned

Mary Jane Barry, president of TWU Local 553, head of the Eastern flight attendants, said the company would begin furloughing her members on Sept. 1. In the past, under contract provisions, attendants have avoided furloughs by taking leave without pay, thereby preserving the job. Now Eastern is refusing to provide TWU members extended leave without pay, she said.

In a related matter, the carrier has asked the National Mediation Board to declare an impasse in negotiations with the IAM, a move that would trigger a 30-cooling off period, after which the union could strike or management could impose its own contract terms.

The IAM called the request "another of Lorenzo's unionbusting tactics designed to lower morale of employees and let them know that the agreement we made regarding safety concerns is not to be construed as a fall back from his original unionbusting position on Eastern Airlines. We are, by no means, at an impasse."

Eastern is demanding the IAM give up pay and benefit concessions totaling $161 million and opened its contract talks with ALPA by pressing for another $69 million in givebacks. ALPA had made some progress in negotiations, but Eastern dropped its proposals to the pilots just before announcing the cutbacks.

The unions hold that Lorenzo's goal is to shrink Eastern and build up the nonunion Continental, eventually merging them with the resulting carrier being nonunion. Lorenzo had agreed to operate Eastern as a separate carrier for two years after he acquired it in 1986. That time period will be up in November.

Senate votes 94-3 to bolster fair housing statute

The Senate joined the House in approving legislation to strengthen enforcement of the Fair Housing Act and expand the law's coverage to assure equal access to handicapped persons.

Its 94-3 vote and an earlier 376-23 vote in the House assures success of the labor-civil rights coalition's fair housing campaign. The versions are close enough so that the House may decide to accept the Senate bill without going to conference.

The existing law bars discrimination in the sale or rental of housing based on race, color, religion, sex or national origin.

Both the House and Senate bills extend the anti-discrimination law to handicapped persons and require that new multifamily housing be constructed so that most units are accessible and usable by persons in wheelchairs.

The legislation also would bar discrimination against households with children, except in housing intended for senior citizens.

Both bills would authorize a system of administrative law judges in the Dept. of Housing & Urban Development, but allow either party to a dispute to choose instead a jury trial in federal court.

In the Senate version, the Justice Dept. would bring the suit on the recommendation of HUD.

The somewhat cumbersome enforcement machinery was the end product of extensive negotiations and compromises to achieve a consensus bill acceptable both to the civil rights coalition and the Administration.

But the one-sided votes in both the Senate and House bore impressive witness to the broad public acceptance of the principle that housing discrimination should be prohibited by law.

President Lyndon B. Johnson first proposed a fair housing bill in 1966, but it died in a Senate filibuster. He repeated his request in 1967 but it was 1968 before it was enacted and 1970 before it was fully in effect.

The turnabout was exemplified by Sen. Strom Thurmond (R-S.C.).

In 1968, Thurmond had joined in a Senate filibuster and voted against the fair housing bill.

Twenty years later, Thurmond took the floor to commend Sen. Edward M. Kennedy (D-Mass.) for his "outstanding leadership" on the issue and voice "wholehearted support" for strengthening the law he once fought.

Five states show unemployment up over year period

May unemployment levels in five states edged upward over the year-ago period, the Labor Dept. reported, with joblessness in 21 states exceeding the national rate of 5.4 percent.

The Bureau of Labor Statistics said unemployment was highest in the western, southwestern and Gulf Coast states, with Louisiana reporting the largest percentage of joblessness at 10.5. Other states with unemployment levels well above the average rate in May were Alaska, 9.4 percent; West Virginia, 8.8 percent, New Mexico, 8 percent; Texas, 7.3 percent, and Mississippi, 7.1 percent.

But the AFL-CIO pointed out that in the 10 states with the highest unemployment rates—ranging from 10.5 to 6.9 percent—just 18.6 percent of jobless workers —those unemployed for less than six months —received any unemployment compensation.

While the May national average for jobless workers receiving any benefits was just 30.8 percent, workers in states with higher unemployment fared worse. With the exception of Alaska, in which 50.7 percent of jobless workers received benefits, the number of workers covered by benefits in the high unemployment states ranged from 15 to 22.4 percent.

In Louisiana, with the nation's highest unemployment rate, just 17.2 percent of the jobless received benefits.

The nation's highest unemployment levels were found in McAllen-Edinburg-Mission, Tex., 15.1 percent; Modesto, Calif., 14.9 percent, and Flint, Mich., 13.2 percent. Unemployment in Puerto Rico hit 15.4 percent.

Jobless rate

Forty-four states reported a declining unemployment rate, and joblessness remained the same in Arkansas at 7.8 percent and in Maryland, 4.1 percent.

States with the lowest unemployment rates included New Hampshire, 2.1 percent; Connecticut, 2.4 percent; Massachusetts, Vermont and Rhode Island, 2.7 percent, and Delaware, 2.9 percent.

In a separate payroll survey, BLS found that manufacturing employment dropped in eight states and that construction employment had fallen in 17 states and remained the same in two. All but two states reported increased unemployment in services, BLS said.

According to the payroll survey, overall employment rose in May over the year-ago period in 45 states and declined in five—Alaska, Colorado, Montana, Oklahoma and Wyoming.

USWA President Lynn Williams calls convention delegates to order.

Steelworkers map organizing goals

Delegates approve dues funding for expanded programs

Las Vegas, Nev.—A stepped-up organizing and education program was strongly endorsed by the Steelworkers convention and delegates voted the resources to carry out those plans.

The 2,500 delegates approved a new formula for dues calculation and voted to return a greater portion of dues payments to local unions. The new formula, effective next February, calls for dues of 1.3 percent of a member's total monthly earnings, with a cap of two-and-one-half times the member's average hourly earnings. The dues increase also will be used to maintain and expand the USWA's strike and defense fund which paid out nearly $70 million in benefits during the eight-month USX Corp. lockout in 1986-87 and in other work disputes last year.

Dues payments are now two hours' pay per month. The increase amounts to an average of $3.25 per member per month.

USWA President Lynn Williams highlighted the union's activities in both the United States and Canada since the 1986 convention, noting that the USWA had confronted "union-busters . . . unfair and subsidized foreign competition, strikes and lockouts, pension plan raiders" and an anti-worker stance all too active in both the Reagan Administration in the United States and the Mulroney regime in Canada.

In response, the union is developing innovative bargaining strategies, including profit-sharing, bonuses and stock ownership plans, Williams said. The USWA also is calling for changes in public policies "to help rebuild the markets for the products our members make," defending the rights of retirees "whose companies are in bankruptcy" and pressing for industrial democracy, he added.

Commission findings

Williams outlined the findings of a commission named by New York Gov. Mario Cuomo which studied ways to raise living standards and to recognize the rights and role of labor. The commission rejected the "reduction of wages as a means to promote competitiveness," called for more worker participation and employee ownership and stressed that Reagan-Bush trade policies must be drastically altered "to combat the flood of imports that have swamped this economy."

He also highlighted the conclusions of the USWA's Committee on the Future Directions of the Union, which called for increased involvement by local union leaders in all operations, the creation of district-level and local-level political and legislative committees and increased strike and defense fund payments.

Williams called on Canadian Prime Minister Mulroney to schedule elections and a referendum on the U.S.-Canada free trade bill, a measure opposed by labor federations in both countries. He criticized the Reagan Administration's eight years of scandal and indifference, telling delegates that the Dukakis-Bentsen ticket "will be good for America's workers."

Through an innovative video conference format, delegates were transported by satellite to Montreal where they heard from USWA organizer Robert Emond who is spearheading a drive to organize cab-drivers, to University Park, Pa., where they listened to the nuts and bolts of an organizing campaign among clerical workers at Pennsylvania State University and to a rally outside plant gates in Bessemer, Ala.

A panel of USWA officers and news correspondent Peter Hackes talked about the campaigns. All the participants stressed the need for one-on-one contact with workers and told the audience of convention delegates and organizing committee members about their efforts.

Workers at the Trinity Co. plant in Alabama already had certified the USWA as their bargaining representative, but the company is balking at contract negotiations, delegates learned. The company also insisted on overtime work during the time the rally was scheduled, so fewer workers would be able to participate, organizer Clarence Brown and negotiator E.B. Rich told the convention.

AFL-CIO President Lane Kirkland told delegates that eight years of the Reagan Administration have dealt blow after blow to the jobs and standards of working people.

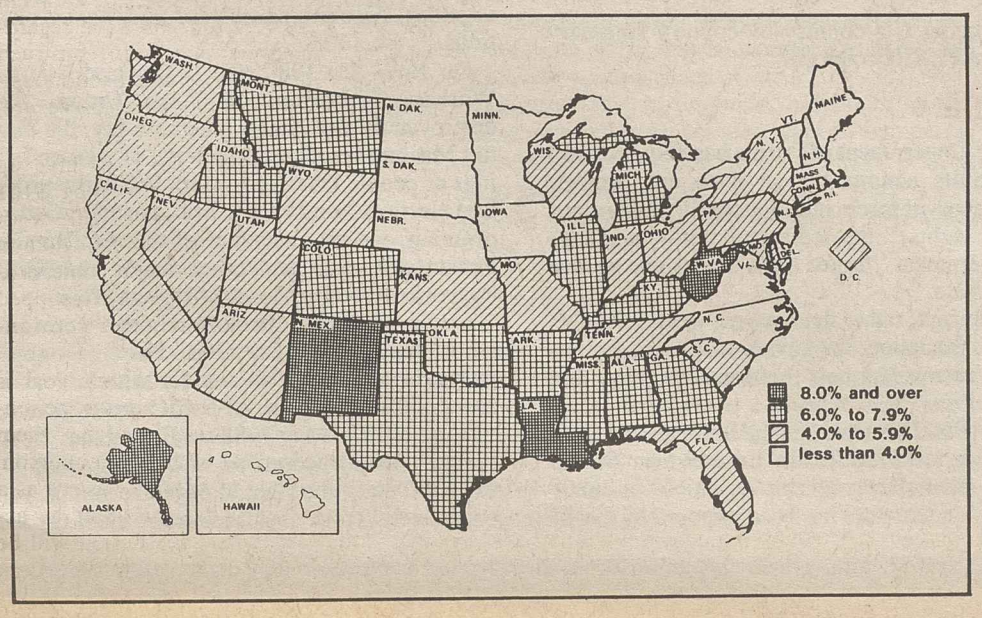
Blind faith

"We are asked to believe that workers will, somehow be better off if they will only 'be flexible,' believe in Reagan, trust the company boss and accept the terms of a labor market keyed to the lowest wages and worst conditions that can be found anywhere in the world," Kirkland said.

The nation has been saddled "with a trade deficit that has made the United States the largest debtor nation on the face of the globe, leaving us hostage to the transient interests of foreign investors," he declared.

Despite those hardships, the USWA and the labor movement have not only endured but have maintained their innovation, boldness, solidarity and vision, he said.

Other speakers included Presidents Shirley Carr of the Canadian Labor Congress and Jack Otero of the Labor Council for Latin American Advancement, Executive Director Benjamin Hooks of the NAACP, Chairman Paul Kirk of the Democratic National Committee and Texas Agriculture Commissioner Jim Hightower.



WORKER RIGHTS UNDER SIEGE

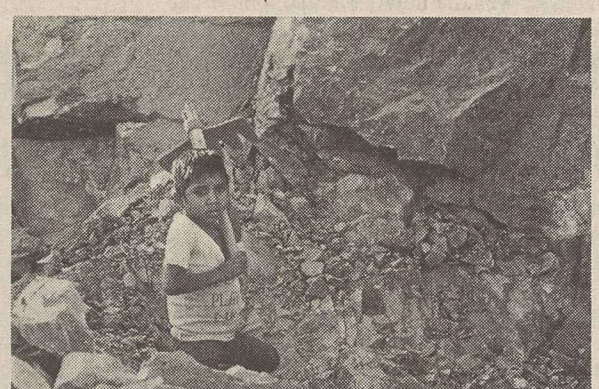
Offenders Reap Trade Benefits

● *In Malaysia, where an arrest is tantamount to a conviction, trade union leader Vethamuthu David was seized by authorities as he returned from the 1987 AFL-CIO Convention for the "crime" of criticizing human and trade union rights abuses in Malaysia.*

● *In Thailand, union organizer Yod Plaeksawad stepped out of his house to go to a union meeting and was shot to death. Police barely even bothered to investigate until the leaders of 21 other unions protested the slow pace of the investigation. Finally, in April 1988, the government arrested two police officers in connection with the murder but it is still unclear who ordered the killing. Many trade unionists in Thailand believe Plaeksawad died because of his effective organizing work.*

● *Also in Thailand, parents sometimes "lease" their children for as little as $100 to factory owners. The children, often under 12 years of age, then live on the worksite 24 hours a day, seven days a week.*

The AFL-CIO has documented the story of Baulee, a 13-year-old girl working in a garment factory in Bangkok. For $27 a month, she works from 9 a.m. to at least 9 p.m., six days a week, and sometimes on Sunday. She has never heard of overtime pay.



—From a photo essay on exploited children and workers in Southeast Asia by Rick McKay of Cox Newspapers.

For these reasons, and others like them, the AFL-CIO is urging the U.S. Trade Representative (USTR) to deny preferential tariff conditions to eight countries on the basis of human rights violations.

Federation international affairs director Tom Kahn and chief economist Rudy Oswald have urged that the eight nations be barred from benefiting from the Generalized System of Preference (GSP) trade programs.

Five of the eight countries have been previously cited by the AFL-CIO. They are the Central African Republic, Haiti, Indonesia, Thailand and Turkey.

Newly added to the list are Burma, Malaysia and Syria.

Countries participating in the GSP program can export goods to the U.S. at special zero or low tariff rates. The program was enacted in 1975 to help developing countries to diversify their exports. But when the law was extended in 1984, a provision was added requiring the USTR to ensure that governments participating in the program were abiding by internationally recognized standards of worker rights.

The federation charges that all of the countries have "long-standing, repressive labor practices, and they have consistently refused to take significant steps to extend internationally recognized rights to their workers."

These countries should, as required by U.S. law, "be denied the privilege of importing goods to the U.S. under preferential tariff conditions," the AFL-CIO says.

In several instances the AFL-CIO uses a State Dept. publication called *Country Reports on Human Rights Practices* to indict the countries for their cruelties to their citizens and workers. The same government has one hand cataloguing the abuses while another dispenses the privileges of GSP.

Following is a country-by-country summary of the AFL-CIO charges:

Burma

"The Government of Burma has demonstrated through its actions that it does not respect, observe or enforce internationally recognized worker rights," the federation notes, and says the government "turned trade unions into an arm of the state."

"In Burma, rather than respect workers' rights to free association, the government treats unions as a 'transmission belt' between the party and the workers."

The AFL-CIO notes that the International Confederation of Free Trade Unions lists Burma among the Asian countries in which "a single trade union structure has been imposed by means of legislation, and the trade union movement . . . is dominated by the political party in power." No organizations, including unions, have freedom of association in Burma.

Central African Republic

Acting on information supplied by the AFL-CIO and others, the USTR last April acknowledged that "the right of workers to organize and bargain collectively is not recognized and does not exist," and said the CAR's labor practices should "continue to be reviewed." But, the USTR allowed CAR's preferential treatment to continue, a practice the AFL-CIO insists must be reversed.

Since the bloodless coup of Sept. 1, 1981, which overthrew the government of David Dacko, CAR President Andre Kolingba has made some "tentative steps to restore constitutional rule to the people," the AFL-CIO concedes. But, the government still prohibits the development of democratic institutions and processes for workers and union activities are still suspended.

Further, during the past six years, the CAR government dissolved the country's largest union for engaging in political activities—"integral to any organization representing workers effectively"—and looted and destroyed the union headquarters. The government has made "meaningless gestures," and for these reasons, the country's GSP should be denied.

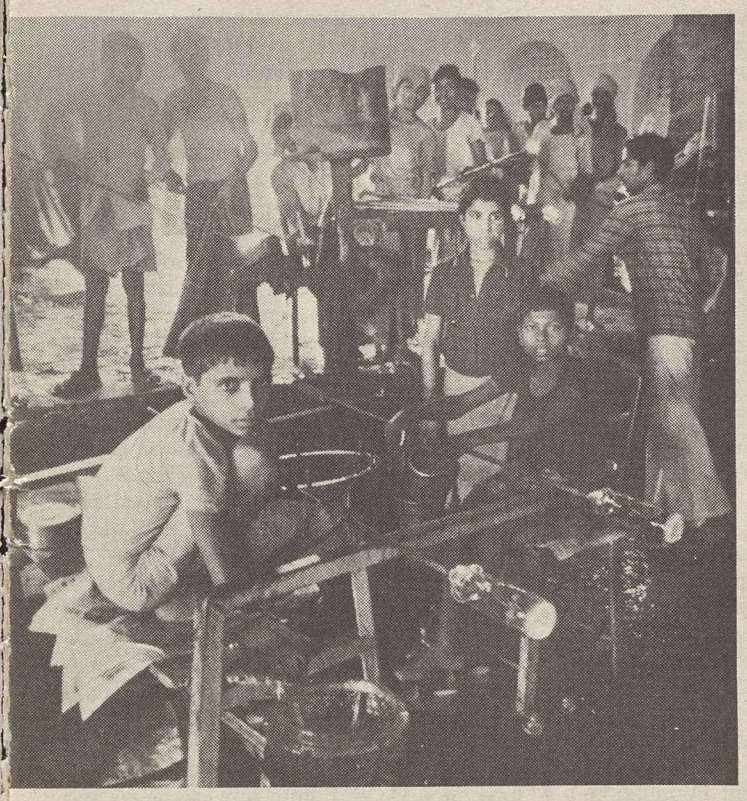
Haiti

"The worst dictatorship in modern day Latin America" collapsed on Feb. 7, 1986. Jean Claude Duvalier fled Haiti, ending a dynasty founded by his father, Papa Doc Duvalier, nearly three decades before. Hope arose that at long last the "hemisphere's most subjugated people" might have a chance for self-government and a better life. An army-led junta took control of the country.

In its first proclamation, the junta promised to guarantee basic human freedom—including the political freedoms of association and the right to organize. Also promised were free, honest elections.

On Nov. 28, 1986, the headquarters of the Workers Federation of Trade Unions was destroyed by firebombs. The next day, the Tonton Macoutes, unleashed a wave of wanton killings as people lined up to vote. When the promised elections were finally held, as mere window dressing, a senior member of the old Duvalier dictatorship won and other major candidates boycotted the election as a rigged affair.

Leslie Manigat, the new Haitian president since deposed by Lt. Gen. Henri Namphy, perpetuated the old laws under which workers are accorded no rights. AFL-CIO representatives visiting Haiti in May 1988 confirmed the "harsh reality" that freedom of association does not exist and that "the right to organize and bargain collectively (under standards set by the ILO) does



xist.'' The return of Namphy offers no hope hange any time soon.

e federation provides numerous examples orkers having been fired because they ex- ed their right to strike. In other instances, tiated pay raises have been denied. The Hai- labor court, ostensibly set up to mediate ıtes, is no more than a ''dead letter office.''

ia

ce a free trade union movement doesn't ex- Syria, the AFL-CIO has no fraternal con- there. ''However,'' the federation says, actions of the Syrian government to deny ers their rights of freedom of association, ell as the rights to organize and bargain col- vely, are well known.''

ıe State Dept.'s Country Report published ebruary 1988, says of Syria: ''Labor unions tion as dependent parts of the government ratus and are primarily used to transmit in- tions and information from the Syrian rship. . . Strikes are forbidden by law.'' The TU, in June of 1987, pointed out that a single union structure has been imposed by means gislation ''and. . . is totally dominated by the ical party in power.''

lonesia

ıe Indonesian government controls labor nizations, requiring them to follow the ne's official ideology, ''Pancasila.''

ıce 1987, all organizations have been legally ired to conform to ''Pancasila,'' and state er to enforce compliance is backed up by the inant government-controlled political party, ar. No organizational entity functions as a trade union, independent of state control. rganized workers must, by law, be members ıe All-Indonesia Workers Union (SPSI) or Government Workers Corps (KORPRI), both rnment controlled and dominated.

ıe ICFTU lodged a formal complaint with LO against Indonesia in December, 1987, ''violation of freedom of association and trade union rights,'' noting that the ILO mittee of Experts has cited Indonesia for ations dating back as far as 1979. There has a steep decline in the number of strikes in nt years. The AFL-CIO says the ''realistic anation'' is that the government ''has used ull legal power to prevent strikes.''

rther, the federation charges, when there is ike, the strikes are ''largely spontaneous with vists subject to immediate dismissal at the loyer's will.'' Such systematic control over ker organizations in the private sector con- tes ''the most serious violation of trade union ts'' in Indonesia, according to the ICFTU. in the public sector, the AFL-CIO notes, aired as it is by the Minister of Internal Af- and with compulsory membership among ic sector workers, KORPRI does not per- ı true trade union functions.''

In addition, the AFL-CIO points out that employment of underage children ''continues to be a serious problem.'' The State Dept. in February 1988 noted that the Indonesian government issued new regulations limiting the work hours of children between 7 and 14 years of age to four hours a day—but, in practice, even this rule is often violated, especially in garment factories.

Malaysia

Malaysia never has served as a good role model for labor rights policies—and recently the government has been regressing in this area.

For example, after David was arrested Oct. 27, 1987, he was held for 60 days without a trial or public hearing. The prime minister ordered him incarcerated for two additional years in a detention center 200 miles from his home. He was accused of ''activities deemed detrimental to the sustenance of inter-ethnic good will among the people constituting a multiracial society.''

David was released on June 3, 1988, coincidentally only two days after the AFL-CIO filed its petition with the USTR.

''Union leaders throughout Malaysia now realize how vulnerable they are,'' the federation said in its petition. ''At any moment, for any reason—or for no reason at all—they can be locked up indefinitely by the government without a trial, with no specific charges being filed against them and with no due process safeguards.''

Also, because of many statutory restrictions, unions seldom find it practical or wise to resort to a strike. Most strikes are wildcat. The workers are summarily fired. Leaders and activists involved in a strike that is deemed illegal can be jailed for up to a year.

Unions' right to organize, especially in the electronics industry, are also severely hampered by restrictive laws, the federation says. Under Malaysian law, only 140,000 of the country's 5.5 million workforce are covered under minimum wage laws.

Thailand

Although assured by the USTR that the government was ''attempting to address its worker rights problems in a number of ways,'' the AFL-CIO remains unimpressed. Private sector workers are often fired for organizing and strike activities, and sometimes even mysteriously murdered.

Plaeksawad was the newly elected vice president of the Leather Tanning Workers of Thailand when he was shot.

In the public sector, civil servants, including public school teachers and local government employees, are denied the right to organize and bargain collectively. Although the minimum wage is only $2.90 a day in Bangkok and lower elsewhere, many employers don't even pay that. New employees (at Firestone, for example) are made to sign an ''individual contract,'' giving them no more than a casual status.

The factory system in Thailand exploits children. While the ILO establishes 14 as the absolute minimum age for a child to work, children as young as 12 are legally permitted to perform ''light work'' in Thailand. In fact, at least 100,000 children between the ages of 12 and 15 hold hazardous factory jobs in the Bangkok area alone. Most come from rural areas, ''leased'' by their parents for two or three years in return for payments, frequently between $100 and $250. These children then live on the worksite, 24 hours a day, seven days a week, sometimes forbidden to even see their parents.

Turkey

Rejecting ''vague and fruitless promises'' from the Turkish government, the AFL-CIO renewed its petition to the USTR calling for withdrawal of Turkey's GSP benefits. Although the right of workers to organize is specifically recognized in the Turkish constitution, the government has severely circumscribed that law.

As recently as March of 1988, speaking before the World Congress of the ICFTU in Australia, the national secretary of Turk-Is (the country's confederation of trade unions), said, ''In spite of the promises which had been made by the Turkish government before various international platforms. . . freedom of association is seriously violated.''

This assessment is fully consistent with one provided in the most recent annual report of the ICFTU in 1987 which says, in part, ''. . . In 11 provinces, including the main cities and industrial centers, emergency regulations remain in force with extensive powers for the authorities to restrict human and trade union rights. . .''

Among the rights violated are ones concerning freedom to elect union officers, to bargain collectively, and to strike. Political action is severely restricted and civil servants are excluded from the right to organize.

Postal Workers urged to back restructuring

Biller keynote calls for referendum

Chicago—Postal Workers President Moe Biller called on convention delegates "to set a course toward complete restructuring of the APWU."

In his keynote address, Biller pointed out that it has been 17 years since four unions merged to form the APWU and the transitional structure set up then remains in place. "We are no longer a new union," Biller said. "It is time to retool and to modernize further."

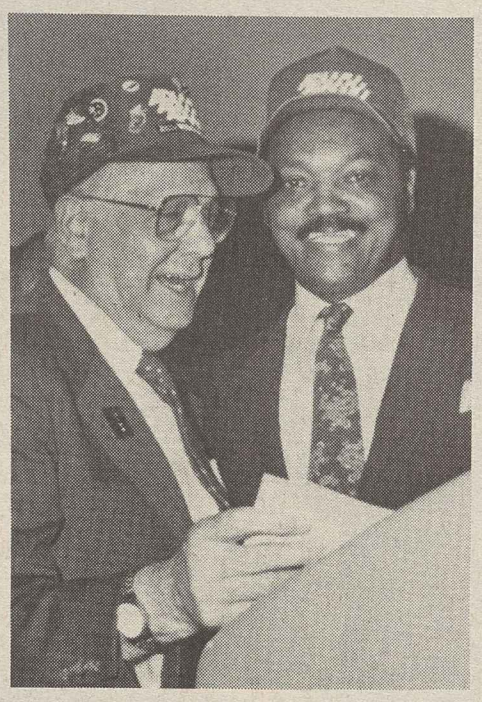
Compared with many other AFL-CIO affiliates, Biller noted that the APWU has a much larger portion of elected officers in its headquarters, suggesting that those positions be filled by appointed staff.

In setting the stage for change, Biller told the more than 3,000 delegates, "This issue is too important to be decided at an ordinary convention. We can remove it from politics by holding a direct referendum" following the 1989 union elections.

Biller highlighted the gains made since the last convention, announcing that the first postal child care center will open Sept. 7 in Syracuse, N.Y. and a half-dozen more are in the planning stage.

The union's health plan, "nearly destroyed" by the federal Office of Personnel Management, "is now alive, healthy and has returned to super-star status in benefits, premiums and service," Biller said, noting it had a net increase of 6,800 new members in 1987.

For the first time ever, Biller said, 25 pre-convention educational seminars were held over two days with more than 700 members participating. He made note of the success of the union's voluntary benefits plan, the move to a new headquarters in December 1986, the addition of 80 locals to the computerization program, and the refurbished Highway Post Office bus parked outside the convention hall.



APWU's Biller introduces Jackson.

Updating the delegates on Washington events, Biller said that the Postmaster General had ordered window service to be restored beginning Sept. 10. Reagan Administration cutbacks last winter forced the Postal Service to trim back the hours that window service was available.

Budget measure

Efforts to get the Postal Service moved off the federal budget program have moved forward as the House passed the measure in a 390-16 vote. A companion bill in the Senate already has 63 co-sponsors.

On the convention's opening day, former Democratic presidential candidate Jesse Jackson exhorted the cheering delegates to "keep hope alive, keep hope alive, keep hope alive." He stressed that "we need an Administration that is committed to using government in the public interest of the many, rather than using government for the private interest of the few. We don't need the Postal Service privatized."

Jackson pointed out how workers have been placed on an economic tightrope during the Reagan years. Health insurance and pension plans have eroded, pay raises are being replaced by bonuses and job tenure has given way to temporary jobs, he said.

ILGWU assails subcontracting to sweatshop firms

New York—The Ladies' Garment Workers are protesting the working conditions in the sweatshops employed by Soho Manufacturing Co. of New York, a large wholesaler of women's blouses.

ILGWU President Jay Mazur told a crowd outside a downtown retail outlet where the blouses are sold that "Soho's owners have grown rich literally off the sweat of some of the most exploited workers in America."

Soho, a jobber, contracts out its manufacturing to a number of garment makers. It has relied "on hundreds of workers in sweatshops—most of them immigrant women—who often work 12 hour days, six or seven days a week without overtime pay," Mazur pointed out. "Many of these workers are paid less than the minimum wage. They work in cramped, cluttered quarters where fire and safety regulations are routinely ignored and disaster is just waiting to happen."

No benefits

These workers have "no fringe benefits, not even basic ones like health insurance, sick leave and holiday pay. Not surprisingly, industrial homework and child labor, both illegal practices, have been found in these sweatshops," he said.

Mazur emphasized that the ILGWU has tried for many months to bargain a jobber's agreement with Soho that would require the company to use union contract shops, but the company has rebuffed such efforts.

In refusing to bargain with the union, "Soho's owners have flaunted their wealth and success while continuing to exploit the workers who made their success possible," he added. The union is also conducting organizing drives at numerous contract shops.

Headquartered in New York City's garment district, Soho grosses an estimated $30 million a year or more selling millions of blouses which are retailed by a number of retail chain stores across the country.

With Mazur at the protest were New York AFL-CIO President Edward Cleary and Thomas Van Arsdale, president of the New York City central labor body.

Collective bargaining, etc.

The **Auto Workers** opened negotiations with Deere & Co. and with Caterpillar Inc., the nation's leading manufacturers of agricultural and heavy equipment. Contracts with both firms expire on Sept. 30. The UAW represents about 17,500 workers at eight Caterpillar plants and a like number of members at 13 Deere plants, although 4,000 of those workers remain on layoff. Key bargaining goals are: restoration of full wages, pension increases, job security, worker retraining and a curb on contracting out work. The current 20-month contract expires at the end of September.

Members of **Oil, Chemical & Atomic Workers** Local 8-234 ratified a new two-year contract with the British Petroleum Co. refinery in Marcus Hook, Pa., ending a five-month strike. The settlement raises wages 30 cents an hour the first year and 3 percent in the second year for 345 OCAW members.

Auto Workers District 65 members accepted a new three-year agreement at Boston University that provides average pay increases of 13 percent the first year and 7.5 percent in the second and third years for 840 clerical and technical workers. The accord also adds step increases after three, five and 10 years and features merit raises ranging from 1 to 3 percent each year.

The Hawaii Development Foundation, a pooled pension investment fund created by several Hawaii building trades unions will provide $4 million in mortgage financing for a 413-unit housing project on Oahu. Because of the commitment, the project's developer, Gentry Homes Ltd. has agreed to build the entire 5,500-unit development with union labor.

The **Clothing & Textile Workers** won a first-time agreement for 225 workers at Dobbs International, a food service company serving the Charlotte, N.C., airport. The three-year accord provides 3 percent pay raises in each year, a Christmas bonus, an added holiday and a fifth week of vacation.

The federal Dept. of Housing & Urban Development was ordered by the 3rd Circuit U.S. Court of Appeals to release the names and addresses of employees of a nonunion federal construction contractor to **Electrical Workers** Local 5. The union initially made the request to monitor M & K Electrical Co.'s compliance with Davis-Bacon Act prevailing wage provisions and HUD's enforcement.

Registered nurses at three Boston city hospitals, represented by **Service Employees** Local 285 ratified a new two-year contract that raises pay by 24.4 percent in the first year and provides a wage reopener that can be invoke anytime after next February. The entry level nurse pay will go from $11.73 an hour to $14.31 immediately and to $14.60 in October. Other provision include a "buyback" of up to 10 percent of sickleave upon termination, and language on flexible schedules and day care.

A Presidential Emergency Board is investigating a bargaining dispute between the **Transportation Communications Union** and the Port Authority Trans-Hudson Corp., a commuter rail service between Manhattan and New Jersey cities. Another presidential panel examining a dispute between the rail line and the **Electrical Workers** reported the parties reached new agreements covering mechanics and supervisory employees represented by the union. The accords provide 5-percent annual pay raises, improved life insurance and major medical benefits and add one holiday.

Unions bargaining through the Coordinated Bargaining Committee of General Electric and Westinghouse Corp. Unions are seeking improved job security and pension benefits in a new contract at Westinghouse Corp. for 9,400 members. Members of the CBC unions ratified a new three-year agreement with GE that provides a wage increase and lump-sum payments and improves job security protections.

CBC Chairman William H. Bywater, who heads the **Electronic Workers,** noted that Westinghouse's profits rose 38 percent from 1984-1987—a rate higher than GE's. All of Westinghouse's major business segments show improvement, he added. Unions bargaining with Westinghouse on agreements expiring in August are the **IUE, Electrical Workers, Carpenters, Machinists, Steelworkers** and the unaffiliated United Electrical Workers.

Teamsters at Transcon Lines Inc. agreed to wage concessions in exchange for a share in the company's future profits. More than 84 percent of the 3,100 **IBT** members approved the agreement, which became the first such "profit sharing and wage reduction" settlement under the National Master Freight Agreement. The union gained a third seat on the company's board of directors and also won the right to organize and represent workers at any nonunion, dry freight carrier Transcon may acquire.

The IBT's National Automobile Transporters Labor Division reached a tentative three-year agrement with the industry's negotiating committee covering 19,000 drivers and other workers.

Psychological manipulation

Skeptical look at quality circles

Workers and unions have good reason for being skeptical of management-initiated employee involvement schemes such as the Japanese-influenced quality circles or related quality of worklife programs.

Guillermo J. Grenier, director of the Center for Labor Research & Studies at Florida International University, shares this skepticism. He knows from first-hand experience how a management determined to maintain a "union-free" workplace can use quality circles to further that goal.

Even without a direct anti-union animus, the clear intent of management-led quality circles is to encourage workers to identify their interests with that of the employer. It is a short step from there to seek to brainwash workers into considering the union organizer a hostile intruder.

A research project Grenier undertook in 1982, when he was a Ph.D. candidate at the University of New Mexico, gave him a behind-the-scenes look at the sophisticated ways management used the work team concept to manipulate its employees.

He describes his experiences at Johnson & Johnson's Ethicon plant in Albuquerque in a newly published book, Inhuman Relations, which explores the theory and practice of quality circles.

At Ethicon, each lowest-level supervisor was the "facilitator" of a quality circle made up of the employees in that work unit that met weekly. The company encouraged workers to think of the quality circle as a sports team and the facilitator as its coach. The facilitator was supposed to elicit the views and suggestions of workers to pass on to higher management levels, but not surprisingly the flow was from the top down.

Grenier's in-plant research corresponded with an organizing campaign by the Clothing & Textile Workers, and management made no effort to conceal its tactics from him.

Inhuman Relations

By Guillermo J. Grenier
Temple University Press, Philadelphia, 232 pp.

Facilitators were responsible for rating the attitudes towards unions of each worker in their group; topics raised by the facilitator would be calculated to elicit views hostile to unions from workers in the group. Higher levels of management orchestrated the campaign.

The attempt at psychological manipulation of its workers didn't begin at the quality circle level—or with the onset of the union organizing campaign.

As a management official explained, screening of job applicants sought to "cull out those people that might have a negative impact on the environment of the plant . . . They have to fit the team environment and keep out the union environment . . . We have to catch them at the door."

Does that mean that all quality of worklife programs are bad and should be resisted by union workers?

Not necessarily, and Grenier has helped shaped guidelines for programs in which established unions have been able to use Quality of Worklife programs to further worker goals.

He notes the attraction that the concept often has to workers who see it as a humanizing factor in a factory setting. But to avoid the many pitfalls, Grenier stresses the need for genuinely equal representation of the union in all aspects of the establishment and operation of QWL programs, including staffing and budget decisions.

The essential ingredients are a union aware of the pitfalls and a management that does not view work circles as a technique to weaken unions.

CHILD CARE

A Federal Response

America has between 2 and 3 million licensed child care slots available. But there are about 21.6 million children under the age of six in the country today and about half of them have mothers who work.

The problem is clear: for every one affordable, quality child care slot available, there are several other children waiting. And the problem will get worse: by 1990, more than half the U.S. labor force will be women, and 33.2 million children under age 13 will need care.

In addition to problems with availability, major problems also exist with the cost and quality of child care:

COST—Child care costs are out of reach of all but the most affluent American couples. Costs can be anywhere from $1,500 to $10,000 per child per year, depending on the age of the child, the section of the country and the kind of care, with most parents paying about $3,000 per child per year.

With median earnings of all full-time wage and salary workers in 1987 at $19,396, child care for two children would eat up about 30 percent of that median salary. For women, the median income is much less—$13,008 in 1987. For them, the cost becomes about one-fourth of income for each child. And two children would take just about all the income for the minimum wage worker earning $6,968 a year.

QUALITY—Almost every day there are reports of children who face life-threatening situations because the child care arrangements for them are unsafe.

Americans demand—and to some extent, get—quality standards in hospitals, restaurants and even the kennels where animals are kept. Few would argue against basic standards for child care, but there is a sizable national debate on the fairest and most effective way to achieve those standards. One big factor, as in all human service delivery programs, is the qualification of staff. Recent studies found that 90 percent of home care providers and 58 percent of center providers paid wages of below the poverty level. At those wages, staff will remain hard to hire and hard to hold.

The Bush Proposal

In the weeks before the Republican National Convention which is expected to nominate him for the presidency, Vice President George Bush proposed a new tax credit for all lower income working families with children age three or younger.

The vice president's proposal is a welcome recognition that the problem exists and that a significant federal response is needed to overcome the child care crisis.

Thumbnail descriptions of the Bush plan indicate it would provide families a tax credit of up to $1,000 per year per child if the family has children under age 4 and an income under $10,000 a year.

That leaves some serious shortcomings: with the average cost at $3,000 per child per year, low-income families need greater assistance; children age 4 and school-aged children are left out completely and the issue of quality of care is not addressed at all.

But some other aspects of the Bush proposal are important—albeit limited—steps. It is laudable that the $1,000 tax credit becomes a payment to those with no tax liability and that HeadStart funding be phased in for all eligible children.

ABC: A Better Way

The most comprehensive answer to the nation's child care crisis is the Act for Better Child Care Services, known as ABC. The AFL-CIO has been working more than a year for enactment of ABC, as has a broad coalition including the Children's Defense Fund, 130 other national organizations and 210 House members.

ABC has attracted that kind of support because it builds the kind of solid foundation—in terms of cost, availability and quality—upon which additional strategies like employer incentives, tax credits and parental leave can and should be built.

As the desirable foundation upon which to build, it fills in the shortcomings in the Bush proposal by providing:

- Adequate help for low- and moderate-income working families at the time they need it rather than paying out of pocket for child care and hoping for a tax refund at the end of the year, as in the Bush proposal.
- A full choice of services for infants, toddlers, preschool and school-age children.
- Quality, safe care for all children by establishing basic standards for health and safety in child care facilities.

—Prepared from material by Mary Logan, child care specialist in the AFL-CIO Dept. of Occupational Safety, Health & Social Security.

AFL-CIO news

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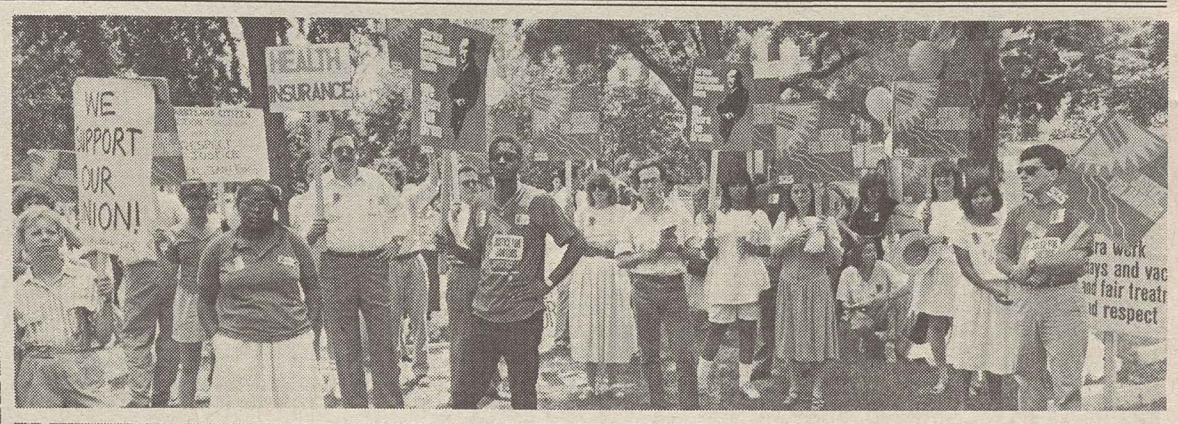

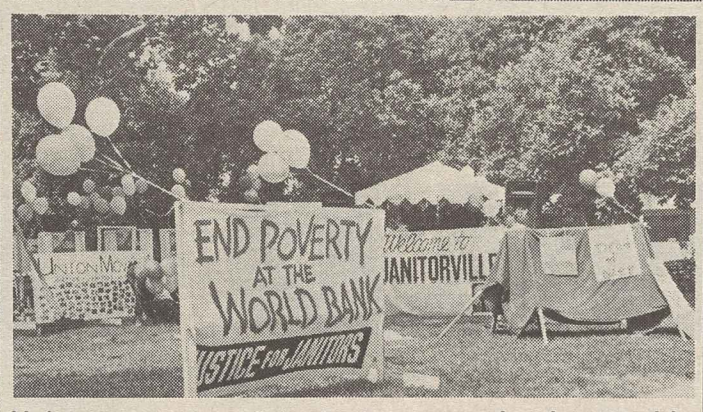

Union supporters join janitors outside the World Bank to protest poor pay and working conditions.

Janitors rally for fair wages at World Bank

Janitors and union supporters demonstrated outside the World Bank in Washington, drawing attention to the poor wages and working conditions endured by service employees.

The 350 janitors, who work for a service contractor hired by the bank, are paid at the minimum wage of $3.35 an hour and have no health insurance, sick leave or job benefits. They want to join Service Employees Local 525, but the World Bank—an economic development and financial institution that aids developing countries—refuses to meet with union representatives, the SEIU said.

Justice for Janitors spokesperson Barbara Webber said "it's a very hard job situation for the workers, and they know the union is the only way to improve working conditions." Their immediate goals are to attain health insurance coverage and pay for extra work they are required to perform.

SEIU supporters built a shanty town in a park across from the bank's headquarters to point up the dismal conditions faced by building cleaners.

The effort is part of SEIU's "Justice for Janitors" campaign in 12 cities.

Substandard bolts traced to imports

Congressional probers charge America's strength weakened

America's industrial and military capability has been weakened by falsely labeled bolts and other industrial fasteners, most of them foreign made.

That's the conclusion of an 18-month study by the House Energy & Commerce Committee and its investigations subcommittee.

It found that tens of millions of understrength screws, nuts, bolts and studs have been installed on tanks, aircraft, and even space shuttle equipment. Deliberately misbranded imported fasteners have gone into school buses and in building construction.

Committee Chairman John D. Dingell (D-Mich.), who also heads the investigations subcommittee, said fastener failures have resulted in deaths and injuries, as well as heavy costs.

The damage was compounded by suppliers who furnished inferior foreign-made fasteners for projects that were required by law to use American-built materials.

Dingell said in submitting the report that "the willful sale of fasteners without regard to quality, and the knowing substitution of foreign product for domestic in violation of Buy American Act provisions, have cost untold jobs and revenues to American workers and manufacturers."

Evasive tactics

President Paul J. Burnsky of the AFL-CIO Metal Trades Dept. said the congressional findings reinforce objections to the Defense Dept.'s evasion of Buy American requirements in military contracts.

Speaking to the department's Pacific Coast district council in Honolulu, Burnsky said there has long been "a strong odor" from "questionable deals" involving the Pentagon and foreign manufacturers. The MTD is a party to a suit brought by the National Council for Industrial Defense to require stricter compliance with Buy American requirements.

Many of the abuses that have surfaced involve counterfeiting of top grade, high strength, heat-treated fasteners. The committee reported that "millions, and perhaps billions, of counterfeit bolts were imported from Japan at the behest of American importers between 1974-1985."

More recently, the committee noted, "the Japanese have had competition from Taiwan, Poland, Mexico, Spain and Korea."

It cited a notorious "scofflaw company," Metal Building Bolts, which supplied substandard fasteners to an array of public and private customers and "despite the discovery of all these misdeeds is still in business."

U.S. suppliers who conspired to import mislabeled foreign fasteners stood to reap big profits, the committee report noted. It said substituting a weaker grade bolt gave the seller "at least a 30 percent cost advantage" over competitors selling the full-strength product.

Earl McDavid dies, retired official of Union Label Dept.

Seattle—Earl D. McDavid, former secretary-treasurer of the Union Label & Service Trades Dept., died July 29 of heart disease at Providence Hospital. He was 65.

McDavid, whose service to the labor movement spanned more than 40 years, was elected secretary-treasurer of the ULSTD in 1975. Earlier, he was elected a vice president and served as northwestern organizing director for the Retail Clerks.

The Retail Clerks was one of the predecessor unions to the Food & Commercial Workers.

McDavid stepped down from the ULSTD's secretary-treasurer post in 1982 to serve as the department's western representative. He retired from that position in January of this year.

In a letter to his wife Eileen, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue praised McDavid for his efforts to strengthen and expand the department and "to help millions of union members remember the importance of the union label and shop card."

"Throughout his life, he was committed to the idea that working men and women deserve fair wages, decent working conditions and dignity on the job so that they can make a good life for themselves and their families," they wrote.

Under McDavid's leadership, the ULSTD expanded its charter councils and committees to spread the "buy union" and made in America message.

It also aided AFL-CIO affiliates in labor-endorsed boycotts against anti-union employers.

Funeral services were held at St. Francis of Assisi Church in Burien, Wash., with burial at Gethsemene Cemetery in Federal Way. In addition to his wife, survivors include four children.

Hazard standard expanded bit by bit

The Occupational Safety & Health Administration's decision to begin enforcing the hazard communications standard in the non-manufacturing industries is "welcome news for workers in service, maritime and agricultural industries, but it's still bad news for construction workers who still won't be covered by the rule," the AFL-CIO said.

Margaret Seminario, associate director of the federation's Dept. of Occupational Safety, Health & Social Security, pointed out that "piece by piece," OSHA is putting the standard in place. "Hopefully, the court will rule on this matter in expeditious fashion and put the standard in place for construction workers, too," she said.

The rule requires employers to set up programs to provide their workers information on hazardous chemicals with labeling, material safety data sheets and training.

OSHA's foot-dragging in issuing a hazard communications rule and later in expanding it to cover all workers has been the focus of nearly continuous legal action for most of the 1980s.

Court challenge

The agency's decision to expand coverage to workers in all industries but construction grew out of the continuing court action involving the Steelworkers and the Public Citizen Health Research Group, which had challenged the rule OSHA issued in 1983 covering only manufacturing sector workers.

Even after the court ordered OSHA to expand the rule, further legal action was needed to pry a new standard loose. Under a court-imposed deadline, OSHA issued a final rule in August 1987 covering all industries, effective on May 23, 1988.

Construction employer groups filed suit last October to block expansion of the standard, forcing the current court action.

The 3rd Circuit U.S. Court of Appeals on July 8 clarified its stay order, saying it applied only to the "construction industry in the non-manufacturing sector," thereby allowing OSHA to expand the rule's coverage.

OSHA said that beginning on Aug. 1 it would check for compliance with the standard in "programmed inspections" in all industries except construction, and estimated 32.4 million workers would be covered by the rule.

Rail Signalmen shape bargaining agenda

Lake Buena Vista, Fla.—The Railroad Signalmen set a broad-based bargaining agenda and elected a slate of officers pledged to carry out that mandate at their convention.

President V.M. "Butch" Speakman, who has served in that capacity since the retirement of R.T. Bates last October, was elected to a full three-year term. Bates was named president emeritus.

Vice President Richard R. Foley was elected secretary-treasurer to succeed W.D. Best who will retire on Oct. 1. Best was named secretary-treasurer emeritus.

Delegates elected two new vice presidents and returned four to office. Also elected were a new trustee and two incumbents.

Speakman told delegates that workers must be prepared to respond to continuing attacks of the Reagan Administration in the voting booth. He urged union members to send "a message to the Administration and to all railroad managers that we will protect our collective bargaining process and our collective bargaining agreements."

The 250 delegates adopted a bargaining program that calls for increased pay rates, longer vacation, improved health and welfare benefits and other improvements in working conditions. The initiative also stresses the need for greater protection of craft lines and calls for an end to the contracting out of railroad work.

The convention directed negotiators to seek better training programs to help workers in using advanced technologies.

ICC criticized

Rep. Gerry Sikorski (D-Minn.) told delegates that railroad workers were suffering the consequences of the Interstate Commerce Commission's failure to do its job and its endorsement of "quick and dirty deals developed to circumvent legitimate labor contracts" in short line sales.

Other speakers included Charles McDonald, executive assistant to the AFL-CIO secretary-treasurer; President Geoffrey N. Zeh of the Maintenance of Way Employees; Sec.-Treas. James J. Kennedy of the Railway Labor Executives' Association, and Charles J. Chamberlain of the Railroad Retirement Board.

NLRB law judges granted expanded responsibilities

Administrative law judges of the National Labor Relations Board will be given the authority to reschedule unfair labor practice hearings under a one-year experiment that begins Aug. 1, the NLRB said.

Currently, only regional directors can change the date of an unfair labor practice hearings. During the trial period, that authority will shift to the ALJs.

The NLRB will accept comments on the experiment up through Aug. 30, 1989.

AFL-CIO news

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UNION YES

Safety perils tied to deregulation mania

Task force assails Administration 'public-be-damned' ideology

A congressional task force indicted the Reagan Administration for abandoning the government's health and safety responsibilities in the guise of deregulation.

Its report documented damage inflicted by reckless budget cuts and an Administration ideology that views government as a burden on business rather than a defender of the public interest.

Chairmen of 23 House committees and subcommittees served on the Task Force on Public Safety that House Speaker Jim Wright set up last December. Its chairman, Rep. Dan Glickman (D-Kan.), said the panel's findings constitute "a warning to the American public."

The "reckless deregulation" of the Reagan-Bush years has put Americans at risk "when we eat, travel, go to the beach, drink water, deposit money in the bank or buy toys for our children," he said.

These are some of the failings found by chairmen of committees that oversee the agencies involved:

Workplace Safety—The report termed the high death and disability hazards of America's workplaces "an ongoing tragedy."

Occupational safety and health regulations developed before the Reagan Administration took office were "delayed or watered down," the task force noted. Over the past eight years, it said, workplace health standards have come "only as a result of pressure" from workers, their unions and the courts.

"Under this Administration," the report charged, "OSHA has clearly undermined the concept of the Occupational Safety & Health Act and is endangering the nation's working men and women."

Air Transportation Safety—Competitive pressures spawned by deregulation coupled with a budget squeeze has strained the Federal Aviation Agency's air controller and inspection resources.

There has been a shortage of experienced air controllers since the mass firings that followed the 1981 strike, the task force found. Meanwhile, "an aging American commercial airline fleet places further stress on the understaffed inspection program."

Deregulating airline economic decisions shouldn't mean deregulation of safety, the report stressed.

Railroad Safety—Inadequate inspection and enforcement has resulted in "an unacceptable level of risk to rail passengers and employees," the report charged. It termed the Federal Railroad Administration's lax approach to safety enforcement "consistent with the Administration's philosophy and management style."

Continued on Page 3

Fair housing enforcement clears Congress intact

Congress completed action on strengthening the fair housing law, acknowledged a wrong done to Americans of Japanese origin during World War II, and advanced a labor-supported child care bill another step on the legislative ladder.

Before starting a recess that will continue through Labor Day, Congress also received but set aside a politically motivated veto message on the Defense Dept. authorization bill and signalled clear sailing for a U.S.-Canada Free Trade Agreement that is opposed by the labor movements of the two countries.

Both the House and Senate had passed similar amendments to the fair housing law that carried the support of the AFL-CIO and the civil rights coalition. To avoid the need for a conference, the House approved the Senate bill intact by voice vote and sent it to the White House for the President's signature.

The existing law, first passed in 1968, bars discrimination based on race, color, religion, sex or national origin in the sale or rental of housing. But in most cases, a victim of discrimination has to hire a lawyer and file a civil court suit because the Dept. of Housing & Urban Development has no enforcement powers.

The new law provides that if conciliation fails, enforcement can be sought from either an HUD administrative law judge or—if either party wishes—in a federal court trial.

It also extends the ban on discrimination to protect the rights of handicapped homeseekers and of persons with children. New multifamily housing will have to be constructed so that most units can be used by persons in wheelchairs.

Priority issue

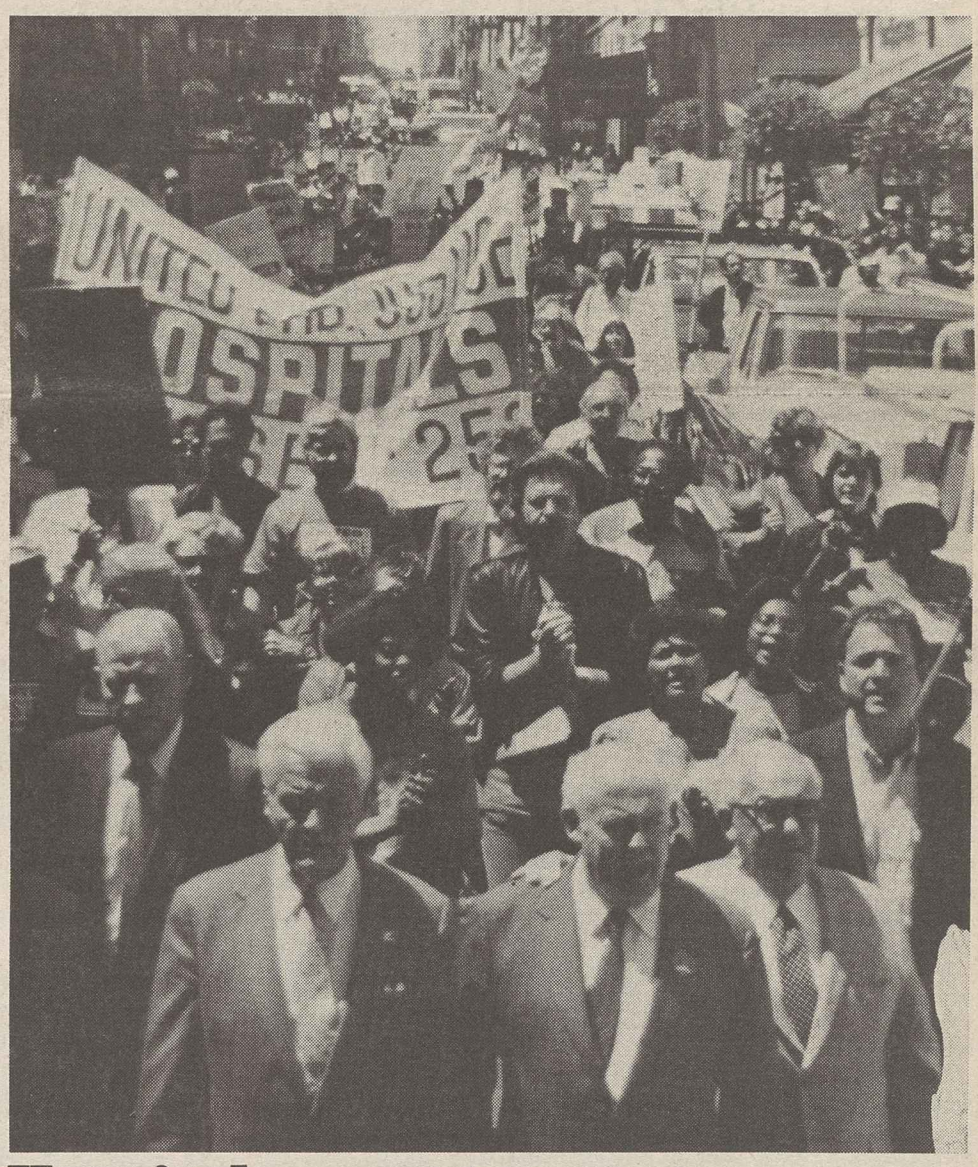
By a 19-14 vote, the House Education & Labor Committee cleared a child care bill that's high on the trade union movement's priority list. Weakening amendments were voted down.

The bill is similar to the measure that the Senate Labor & Human Resources Committee approved last month.

Each of the bills would provide seed money to states to expand child care, subsidies for low- and moderate-income households, and federal minimum standards for day care centers.

The House approved legislation to implement the Free Trade Agreement by a 366-40 margin under a no-amendment procedure, with Senate action still to come. But in Canada, the two opposition parties are seeking to delay action until after a parliamentary election.

A labor-backed bill authorizing $20,000 in compensation—and an apology—to each Japanese-American relocated from the West Coast to internment camps during World War II was cleared for presidential approval by a 257-156 House vote. President Reagan, who had threatened to veto an earlier version of the bill, said he will sign it into law. Payments from a trust fund will be spread over 10 years.



Hospital protest

Striking San Francisco hospital workers, members of Service Employees Local 250 and the unaffiliated California Nurses Association, march to protest takeback demands of the management at eight facilities. In front row, State AFL-CIO's John Henning, SEIU President John Sweeney and Longshoremen & Warehousemen President Jimmy Herman. (Story, Page 2.)

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USWA wins 13-year recall dispute

Albany, Ore.—Successfully culminating a 13-year legal battle, the Steelworkers won a $300,000-settlement for 60 present and former employees of Smoke-Craft Inc., whose seniority recall rights were denied by the food company following a 1975 strike.

Individual checks range from $900 to $14,000, said Wayne Anderson, director of the USWA subdistrict office here.

The USWA pressed the case through arbitration and the federal courts even though the union has not represented employees of the smoked food plant since a 1976 decertification action.

"We have carried forward our obligation to these former members in the highest tradition of unionism," said Anderson. "Even though it took 13 years, we are proud to have been able to achieve justice for our former members."

Arbitration won

The pay dispute stemmed from Smoke-Craft's failure to recall workers in accordance with its union contract following a 1975 strike. The Steelworkers won a 1976 arbitration ruling that required the company to pay the money to the former strikers. Smoke-Craft refused, so the union filed a lawsuit in federal district court in Portland, obtaining a 1978 judgment upholding the arbitration award.

The employer appealed, but the 9th Circuit U.S. Court of Appeals affirmed the lower court judgment in 1981. Management then sought to have the case heard by the U.S. Supreme Court, but the high court refused, letting the original ruling stand.

The USWA last year filed a suit to gain access to the records. International Multifoods, the corporate defender in the case, sought to block action, but a federal district judge in Portland set the case for the trial.

Just before the trial was to start, International Multifoods agreed to settle for $300,000—more than twice the amount owed under the 1976 arbitration award. Anderson said the settlement included interest for ensuing years

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New Fire Fighters' leaders, President Alfred K. Whitehead and Sec.-Treas. Vincent Bollon, right, celebrate victory. They take office on Sept. 4.

Fire Fighters convention elects new officer team

Whitehead succeeds Gannon as president

Miami Beach, Fla.—The Fire Fighters marked their 70th anniversary convention by electing a new team of principal officers and drafting blueprints to expand the IAFF's economic legislative and civil rights programs.

Alfred K. Whitehead, who had been secretary-treasurer of the union since 1982, defeated the eight-year incumbent President John A. Gannon by a vote of 88,727 to 65,480. Gannon, an AFL-CIO vice president, was unanimously elected as an IAFF president emeritus and received a standing ovation from the 1,300 delegates.

It took two run-off elections to select a new secretary-treasurer from a field of five candidates. In the final round, Local 854 President Vincent Bollon of the New York City fire officers' unit, defeated Local 2 President Martin Holland of Chicago by a vote of 76,560 to 72,611.

Whitehead and Bollon will serve four-year terms.

Two district vice presidents elected to two-year terms to fill vacancies are Dominick DiPaulo of Syracuse, N.Y., and Jerry Holland of Cuyahoga Falls, Ohio.

West Coast ties

Whitehead, who is 58, has been a member of IAFF Local 1014 in Los Angeles County since 1954, and held a number of key posts in the local, including president. He also had been a vice president of the Los Angeles County AFL-CIO and is a retired captain of the county fire department.

Gannon swore in the new officers. Their terms take effect Sept. 4.

The convention voted to increase the monthly per capita tax by 29 cents effective Sept. 1, and another 18.5 cents in 1989. The IAFF per capita payment is now $3.89 a month. Under the union's procedures, delegates are asked to approve a cost-of-living increase at each convention, plus financing for the cost of each new program adopted by the convention.

The delegates voiced strong preference for the Dukakis-Bentsen presidential ticket and instructed Gannon to urge the AFL-CIO General Board to endorse the Democratic candidates.

Gov. Dukakis spoke to the convention by telephone and expressed thanks for the IAFF support.

The several thousand fire fighters employed by the federal government feel their needs have been ignored during the Reagan Administration and have built up a number of grievances.

The delegates stressed the need for stepped-up educational programs to help locals meet current challenges in collective bargaining and legislative activity. They underscored the need to expand the IAFF's vital role in protecting safety and health of members who face mounting hazards from toxic chemicals and environmental dangers.

In establishing a standing committee on minority affairs, the convention mandated the union to "utilize all available resources" to work for the "betterment of all fire fighters regardless of race, color, sex or creed."

The committee will be headed by an IAFF vice president. Ten members will be elected at an annual union civil rights conference. The committee will include two women, two blacks, two Hispanics, two white males and two members at large. Two additional members will be chosen by the IAFF Canadian Conference.

Harassment issue

The delegates were unanimous in condemning "sexual harassment forms." The IAFF represents growing numbers of women fire fighters, paramedics, emergency medical technicians, dispatchers and other personnel.

In pushing for education on the harassment issue, the convention said the problem is a "significant one for many working women, resulting in stress, poor performance and intimidatingworking conditions."

Legislation to guarantee parental leave of absence of 60 days for a "requesting parent" within 30 days of the baby's expected delivery date was approved by the convention, which pointed out that many IAFF members "have spouses who are employed outside of the home."

The convention amended the constitution to formalize membership status of full-time emergency rescue service personnel, considerable numbers of whom are already members of many IAFF unions. On more traditional issues, the delegates reaffirmed strong and long-time opposition to consolidation of police and fire departments under the guise of "economy".

Voicing concern on substandard clothing and equipment, the IAFF advised local unions to "actively encourage" their departments not to buy products that "utilize misleading advertising campaigns."

Standards backed

It called for observance by fire departments of the minimum standards contained in Regulation 1500 of the National Fire Prevention Association, while working for upgrading of many of the regulations to offer a greater degree of safety.

The delegates also sharply criticized the Emergency Response Guidebook published by the Dept. of Transportation. Erroneous statements and poorly drawn definitions and procedures are evidence of "extreme limitations" in the guidebook, which has drawn criticism from another federal agency, the National Transportation Safety Board.

Responding to grievances expressed by IAFF locals representing fire fighters employed by the federal government, the union called for legislation to give collective bargaining rights to these several thousand federal employees, who now work a 53-hour week.

San Francisco rally shows solidarity in hospital strike

San Francisco—More than 2,000 striking hospital workers—members of Service Employees Local 250 and an unaffiliated nurses union—demonstrated their solidarity at an Aug. 9 rally and march.

The strikers marched to the downtown offices of Affiliated Hospitals, a group of seven local hospitals. They heard SEIU President John J. Sweeney praise them for "refusing to be entrapped by surface bargaining and legal threats, refusing to listen to appeals that would divide you by the work you do and the rate of pay you receive or the color of your skin. They have attempted to divide you through appeals to class, job and racial distinction."

Sweeney added, "This rally is saying to health care employers across the country, 'we are not going to let you correct your mismanagement and misdirected policies by freezing our wages and taking back our benefits.' "

Mark Splain, trustee of Local 250, declared that the service workers and nurses won't be whipsawed by management's divisive tactics. He said negotiations resumed on Aug. 9 with Mayor Art Agnos joining in the mediated talks. The union and management have met nearly two dozen times since February, Splain said.

Support pledged

San Francisco AFL-CIO Sec.-Treas. Walter L. Johnson pledged the support of the central body in helping end the strike. The ralliers released hundreds of balloons that floated up past Affiliated's 24th floor offices and chanted, "We're on strike; shut it down. San Francisco is a union town."

California AFL-CIO Executive Sec.-Treas. John F. Henning told the cheering crowd, "This is a battle between the 'Gang of Eight' and the working people of San Francisco. This is a fight labor cannot lose."

Some 1,700 SEIU Local 250 members went on strike against the Affiliated hospitals on July 26 and were joined on the picket lines a week later by 2,000 members of the independent California Nurses Association. Hospitals in the Affiliated Group include: Children's, Marshal Hale, Mount Zion, Pacific Presbyterian, St. Francis and St. Mary's in the city and Seton Medical Center in Daly City. Both unions later struck the city's independent French Hospital.

The service workers—licensed vocational nurses, technicians, nurse aides, housekeepers, janitors, clerks, laundry workers and kitchen employees—had worked since May 1 without a contract even though hospital management had imposed its contract terms on the workers 10 days after the old agreement expired.

Takebacks an issue

Management stripped seven to 12 sick days away from each Local 250 employee and forced workers to choose an alternate health plan and sign up for payroll deduction or face being uninsured. For families, this meant paying as much as $1,600 a year; making health insurance unaffordable for many hospital workers.

The hospital group is still seeking a wage freeze and takebacks in health insurance coverage and sick leave. It wants the workers to pay for health insurance which was fully paid.

Management's negotiating team is also demanding the workers not be paid for the first five days of sick leave in any illness.

The SEIU local estimated the takeaways would cost workers more than $1 million a year.

For the nurses, the key bargaining issues are management demands for a 12-hour workshift without overtime pay, creation of a new nursing category of per diem nurses who receive money in lieu of benefits and a right to discipline nurses who use more than six days' sick leave a year.

Jesse Prosten dies, past UFCW official

Chevy Chase, Md.—Jesse Prosten, a former vice president and director of the Food & Commercial Workers packinghouse division, died of lung cancer Aug. 6 at his home.

Prosten, who was 76, retired from the UFCW in 1980. He began his trade union career in 1938 with the Packinghouse Workers Organizing Committee launched by the late John L. Lewis. He held a number of positions with the United Packinghouse Workers, which merged with the Meat Cutters & Butcher Workmen in the late 1960s and then with the Retail Clerks in 1979 to form the UFCW.

During '60s, Prosten worked with Dr. Martin Luther King Jr. in Chicago to desegregate housing and schools.

Survivors include his wife Ann and two sons: Richard, research director of the AFL-CIO Industrial Union Dept., and David, a union media consultant.

Family services were private.

NLRB reversal upholds UFCW affiliation

After a seven-year legal battle, the National Labor Relations Board has ordered the Venture Stores division of May Department Stores to recognize and bargain with Local 881 of the Food & Commercial Workers.

In 1981, workers at 11 stores in Illinois—who had been members of the United Retail Workers, an independent union—sought to affiliate with the UFCW. The independent union had been recognized by management as the employees' exclusive bargaining representative since 1978.

A mail ballot sent to more than 20,000 workers supported the affiliation effort by a 6,823-2,344 vote. Union officials notified the employers that the new union, UFCW Local 881, would remain autonomous, continuing to make its own decisions regarding collective bargaining, grievance handling and arbitration and that no change would be made in the existing collective bargaining agreement.

But Venture insisted that a separate vote be taken at each store and refused to recognize the local. It suspended dues checkoff and told workers it would not recognize Local 881 as their bargaining representative.

The company's argument was that the changes in structure, officers, dues and other union rules and bylaws that occurred after the affiliation represented a "substantial change in continuity" of representation that allowed the company to dismiss the new union.

In 1984, the NLRB agreed with Venture, stating that the affiliation was improper because store employees who were not members of the independent union were not given an opportunity to vote. That decision was endorsed by the federal appeals court for the seventh circuit.

Policy overturned

But in 1986, a unanimous Supreme Court reversed a similar decision in a companion case, NLRB v. Financial Institution Employees of America, Local 1182. The UFCW complaint was remanded to federal appeals court which determined that the NLRB cannot require the independent retail workers union "to allow nonunion employees to vote on the merger before ordering management to bargain with the post-merger union." The court referred the case back to the NLRB to determine whether the affiliation process was carried out correctly and whether there was sufficient continuity of representation following affiliation.

In reconsidering the case, the NLRB found that the 1981 affiliation was proper and that Venture had violated federal labor law when it refused to bargain with the union, terminated the grievance procedure, eliminated the dues checkoff procedure and refused union representatives information and access to newly hired workers.

The UFCW said the employer had argued that when an independent union becomes subject to an international union's constitution and bylaws, it loses its autonomy and its bargaining authority. But the board ruled that a change must be "sufficiently dramatic to alter the union's identity" in order to affect the union's position as bargaining representative.

The NLRB ordered Venture to recognize and bargain with Local 881 as the workers' exclusive bargaining representative and to process all grievances filed since 1981 under procedures agreed to in the collective bargaining agreement.

Under the NLRB order, dues collected by Venture over the past seven years, plus interest, will be remitted to the local and a notice outlining the board's ruling will be posted in all stores.

OSHA challenged on toxic chemicals standard

An Occupational Safety & Health Administration proposal to update the worker exposure limits for more than 400 toxic chemicals, mainly through the wholesale adoption of industry-influenced recommendations, is "fundamentally flawed," the AFL-CIO said, voicing deep concern over the "scatter-gun" approach being used by the agency.

Margaret Seminario, associate director of the federation's Dept. of Occupational Safety, Health & Social Security, called the proposal a "Trojan horse." She told an OSHA hearing panel that "at first glance, the proposal appears as a great benefit to workers, bringing hope of protection from exposures to hundreds of toxic substances. But closer review shows major weaknesses and even danger of reduced protections in the future."

AFL-CIO affiliates, testifying before the OSHA panel during two weeks of hearings, underscored that concern and discussed individual chemicals their members are exposed to. They also expressed strong reservations about the Reagan Administration's push to finalize the proposal before it leaves office, even though its requirements on basic engineering controls wouldn't take effect until late 1992.

Seminario said the AFL-CIO supports broad-based rulemaking, noting that Federation President Lane Kirkland had written Labor Sec. Ann McLaughlin in February urging such action. He had warned then against the "wholesale adoption" of industry-influenced standards.

Flawed approach

A basic flaw in the agency's approach, Seminario said, is its nearly parallel consideration of the methods of compliance policy which may allow respirators to replace engineering controls as the primary way of reducing toxic exposures.

OSHA has cancelled its goals in updating the exposure limits for these chemicals by allowing employers four years to install engineering controls, Seminario emphasized, noting the prospect of a change to respiratory use will encourage some employers not to begin installing engineering controls.

The agency proposes to revise the worker exposure limits through the "wholesale adoption of threshold limit values (TLV) of the American Conference of Government Industrial Hygienists," Seminario pointed out. The chemicals in OSHA's proposal are those on ACGIH's list and "except for a few instances, the limits proposed are ACGIH limits."

The ACGIH is a private industry-influenced group whose TLV committee has just one labor representative—Richard Youngstrom, an industrial hygienist for Electronic Workers Local 219 in Lynn, Mass.—and numerous "consultants" employed by the chemical industry. Youngstrom testified about labor's limited input into the setting of ACGIH limits.

Ignores mandate

Seminario told the panel that OSHA is ignoring its mandate to base its standards on the "best available" scientific evidence in opting for ACGIH exposure limits. Even ACGIH admits its TLVs should be used as guidelines in controlling potential health hazards, not as legal standards. A number of toxic chemicals identified as carcinogens by other federal agencies are not classified as such by the ACGIH, she noted.

Further, OSHA largely ignored the lower exposure limits recommended by the National Institute for Occupational Safety & Health and failed to include requirements for workplace monitoring or medical surveillance for those exposed to the substances, she said.

She suggested that OSHA concentrate on 50 to 100 of the most hazardous chemicals based on their toxicity and the number of workers exposed, "rather than using a scatter-gun approach which treats all chemicals as equal concerns."

Dr. Frank Mirer, safety director for the Auto Workers, said the proposal represents a "tactical retreat by the Reagan Administration in a long battle against public health regulation." Noting the rush to finalize the rule by November, Mirer said "this certainly suggests a last ditch effort to repair the Administration's disastrous record on safety and health protections in time for the election."

He said the proposed limits for chemicals used by UAW members are "inadequate," and the absence of monitoring and medical surveillance requirements will "disable" the rule. Of greater concern, Mirer added, is the planned revision of the methods of compliance policy that is "the action component" of every standard. This policy has been targeted for rollback by Vice President Bush's Regulatory Review Task Force, he said.

AFL-CIO safety director Margaret Seminario details flaws in OSHA's exposure updating proposal. With her are industrial hygienists Diane Factor of the AFL-CIO and Richard Youngstrom of IUE Local 219 in Lynn, Mass.

Mirer said that a UAW review of the membership of ACGIH's TLV Committee and its consultants shows it is "heavily dominated by management interests."

Eric Frumin, safety director for the Clothing & Textile Workers, charged that the Administration's insistence on proceeding with this proposal and ignoring the wealth of additional evidence that OSHA and the ACGIH chose to ignore "can only be understood as a crass political maneuver in the summer of a presidential election year."

Motive challenged

He questioned the political motivations behind the rush to a final rule and demanded that OSHA "fulfill its true obligation under law: to assure safe and healthful working conditions for working American men and women."

ACTWU Sec.-Treas. Charles Sallee, a member of the AFL-CIO Executive Council's Committee on Occupational Health & Safety, also suggested political motivation lies behind the proposal. In addressing the revised limit for perchloroethylene, a degreasing agent and spot remover used in dry cleaning operations, Sallee cited recent evidence that perchloroethylene causes cancer. "OSHA must not forsake" these workers. "Too many have developed cancer, died or been disabled thanks to the chemical industry's neglect," he said.

Wood dust hazard

Jamie Cohen, occupational health specialist with the Paperworkers, testified on behalf of the UPIU and the Carpenters, noting that wood dust was included in the updating proposal. Since 1985, the two unions have tried get OSHA to issue a comprehensive standard on wood dust.

While her remarks focused on need for a strong wood dust standard, she noted that if labor, industry and the scientific community had been allowed to give full testimony on wood dust, it would have taken two weeks, the full period OSHA allowed for comments on more than 430 substances in the PEL project. "I worry in an election year that OSHA's PEL project has sacrificed thoroughness and accuracy for political expediency," she said.

Other unions testifying during the two weeks of hearings included the Steelworkers, Teamsters, Ladies' Garment Workers, and Grain Millers.

AFSCME contract covers 17,000 in Philadelphia units

Philadelphia—Nearly 17,000 AFSCME members reached a settlement with local government officials, while the Fire Fighters won an arbitration hearing that restores pension benefits for members of IAFF Local 22.

The four-year agreement provided a 19-percent wage increase after a first-year lump sum payment of $1,000. It also increases life insurance benefits to $20,000, provides legal assistance and increases shift differential pay.

The 13,000 members of AFSCME Council 33 are voting on the settlement in a mail ballot; in a voice vote, the 3,300-member AFSCME Council 47 overwhelmingly ratified the accord.

AFSCME members agreed to work rule changes, a cap on health and welfare benefits and consideration of the city's proposal for a two-tier pension program.

In a separate decision, arbitrator Myron L. Joseph found that the city violated its contract with IAFF Local 22 when it implemented a new pension plan for fire fighters hired after Jan. 1, 1987, and ordered the city to restore the higher benefit level for all employees.

IAFF Local 22 President Les Yost said the award sent "a clear message to the city that it cannot ignore its collective bargaining obligations" with municipal unions.

CORRECTION

The Connecticut AFL-CIO will hold its 1988 convention in Hartford Sept. 14-16, not Sept. 9-13 as was listed in the AFL-CIO News convention calendard earlier.

In the July 30 issue of the AFL-CIO News, Rep. Frank McCloskey (D-Ind.) was ascribed the wrong first name. His COPE voting record in representing Indiana's 8th Congressional District is 87 percent "right."

Social Security offers Dial-a-Benefit

A new service offered by the Social Security Administration gives workers who request it an estimate of the dollar amount of social security monthly benefits they can expect on retirement.

The form sent to persons seeking the information asks the worker's current earnings and his or her own estimate of total earnings each year until retirement. The social security number will enable the agency to tap a computer file that shows past earnings on which social security taxes were paid and which will be part of the benefit computation.

Persons who send in the form will receive a year-by-year record of past wages covered by the social security tax, so that they can verify that their employment was properly reported. And based on their estimate of future earnings, the Social Security Administration will tell them the amount of the benefits they will receive at the age they expect to retire.

The estimate will be most accurate for persons approaching retirement age. The agency suggests that younger workers have their benefit projections updated every three years or so.

While the form has been drawn up to be as simple and understandable as possible, it's not been easy to get one. The agency has a toll-free number to request the form, 1-800-937-2000. But the offer proved so popular that most people have been getting a busy signal when they dial.

The phone tie-up should ease soon. Meanwhile, Bert Seidman, director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, suggests an alternative.

Seidman noted that callers who can't get through to the main number have been able to get the needed forms by phoning the local social security office in their community.

Safety perils linked to deregulation mania

Continued from Page 1

An understaffed Federal Railroad Administration lets safety penalties go uncollected.

"The result is that railroad carriers have a free ride when it comes to violation of existing safety laws," task force report asserted.

Maritime Safety—The Coast Guard has been assigned additional law enforcement duties but without additional resources.

The predictable outcome, the report noted, has been to shortchange safety missions ranging from recreational boating to commercial vessel inspection.

Financial Safety—Reduced supervision of the nation's financial system and toleration of lax business practices has contributed to a wave of bank failures unprecedented since the Depression of the 1930s.

The panel warned that a consumer panic over the safety of uninsured money market mutual funds "could precipitate a real crisis in the financial markets."

Child Safety—The watchdog agency, the Consumer Product Safety Commission, has had its budget and staff slashed and has been under Administration pressure to rely on voluntary self-regulation by industry.

Children at risk

The task force conclusion: the commission "extremely derelict in its duty to protect the public, especially children, from products that are unsafe."

Food Safety—The Food Safety & Inspection Service has been forced by staffing cuts and industry pressure to make fewer inspections, "leaving open the possibility of serious problems going undetected."

Environment Safety—The Administration's response to enforcement of laws to protect people from "man-made hazards in the environment" has been inaction, the report charged.

It noted Administration sluggishness in dealing with health hazards to schoolchildren and school workers exposed to asbestos fibers. And it pointed to indifference to lead contamination of drinking water, unmet problems of toxic dump cleanups, and general unconcern about pesticide hazards.

Fire Safety—As an example of the retrenchment, the U.S. Fire Administration, which focuses on fire prevention and arson control along with firefighter health and safety, now is requesting a budget of $2.7 million and 16 employees—compared with a $12.5 million budget and more than 100 employees six years ago.

NEW DIRECTION IN TRADE POLICY

Changes in the law

After seven years of huge and growing trade deficits, Congress has mandated a change of direction. The trade legislation it passed by big bipartisan majorities, although not as strong as the AFL-CIO had sought, will give the next President stronger powers to deal with unfair trading tactics by other countries and to open up markets for American goods.

A new trade course was overdue. Millions of good-paying manufacturing jobs have been wiped out and the United States has become the world's biggest debtor.

The U.S. trade deficit had doubled in the first two years of the Reagan Administration, rising from $34.6 billion in 1981 to $64.2 billion in 1983. It doubled again the following year, climbed to $156 billion in 1986, soared to $171.2 billion last year.

The new trade law is an attempt to deal with that imbalance.

This description of the legislation draws on a summary by Congressional Quarterly and an analysis prepared for House members by the Democratic Study Group.

Unfair Practices

U.S. trade law recognizes three basic types of unfair practices:

- "Unjustifiable" practices which violate trade agreements or other international laws.
- "Unreasonable" practices, which are harmful and inequitable, but do not violate trade agreements or international law.
- "Discriminatory" practices that deny equal treatment to U.S. goods, services and investments.

The new law requires the U.S. Trade Representative to retaliate against unjustifiable trade practices by raising tariffs on the offending country's goods. The President can waive retaliation only if the offending country changes its policies or if sanctions would hurt the U.S. economy or national security.

As at present, trade retaliation measures are authorized against unreasonable and discriminatory practices but are not mandatory. However the law significantly expands the definition of unreasonable practices subject to retaliation.

A persistent pattern of violating internationally accepted worker rights is added to the list of offenses subject to retaliation. This was an AFL-CIO priority issue.

Other additions are export targeting, where another government has helped build up an export industry to capture foreign markets, and cartels controlled by foreign governments which discriminate against U.S. goods.

A new procedure is established to combat countries with a persistent policy of unfair trade practices. It's described in Trade Act terminology as a "Super 301" procedure.

The trade representative is directed to identify the unfair foreign trade practices whose elimination would result in a significant increase in U.S. exports, and draw up a priority list of the worst offenders.

Trade investigations will be initiated to set in motion machinery for retaliation. They will be suspended if negotiations with the offending country resolve the problem, but will be carried through if negotiations should fail.

Trade Adjustment

The trade adjustment assistance program for workers, which the Reagan Administration wanted to eliminate, is improved under the new law and extended to Sept. 30, 1993.

Present law provides retraining assistance, including tuition costs and a cash allowance, only to workers displaced from industries directly affected by imports.

The new law extends TAA eligibility retroactively to oil and gas industry workers who were laid off after Sept. 30, 1985.

It also opens the way for future extension of eligibility to secondary workers, whose jobs involved supplying goods and services to industries that were directly damaged. But their coverage depends on imposition of an import fee that will be used to fund the program. The earliest date for the added coverage would be 1989.

As the first step, the President is directed to seek international approval for the United States to impose a small fee on all imports, not to exceed 0.15 percent.

If negotiations are not successful within two years, the President is authorized to impose such a fee unilaterally. If he does not, Congress may do so under a fast-track legislative procedure.

The new legislation will require workers to participate in a training program, not just a job search project, as a condition for TAA cash allowances unless training is not feasible. But TAA training now becomes an entitlement program, not dependent on annual appropriations. The legislation also sets up a trial project to pay supplemental TAA allowances to workers who take new jobs that pay less than their previous jobs.

Import Relief

Present law, under Sec. 201 of the Trade Act, allows temporary relief to domestic industries hurt by foreign imports, such as tariffs or quotas, even if no unfair trade practices are involved.

The new legislation speeds up the Sec. 201 process, but also requires a showing that the domestic industry could become competitive if it obtains temporary protection.

Timetables in the bill set deadlines for action by the International Trade Commission and the President on petitions for import curbs.

The ITC process, from receiving the petition to recommending remedies to the President, cannot exceed six months and the President must act within 60 days of receiving an ITC report. Relief could be granted for up to eight years.

Dislocated Workers

Not directly related to the trade program but included in the legislation is a new dislocated worker program that improves on the existing Job Training Partnership Act, and carries a funding authorization of $980 million in its first year.

Like the present JTPA Title III, it covers workers jobless because of plant closings, layoffs or general economic conditions who are unlikely to return to their previous occupations.

Displaced homemakers, such as women who are widowed or divorced and have no job skills, will also be eligible for training on a space available basis.

Eighty percent of the funds are allocated to the states on a formula linked to unemployment and long-term joblessness, and 20 percent is for national programs. Half of a state's money would have to go to designated sub-state areas.

Each state will be required to designate a state office for rapid response assistance when a community is hit by a plant closing or large layoff. These units would be expected to make contact with employees and unions within 48 hours to start planning job and retraining assistance.

Education Provisions

Included in the trade bill is authorization for funding of a demonstration program of matching grants for basic educational skills, including workplace literacy.

Other new programs include grants to help adults improve proficiency in English, a literacy corps that will enable college students to get academic credit for voluntary literacy tutoring, a $200 million authorization for demonstration programs to improve basic skills of high school students and a dropout prevention program.

Still other education programs would fund star schools using telecommunications to improve math, science and foreign language instruction, and new programs to provide technological assistance to help firms become more competitive.

The trade legislation also reauthorizes programs under the Elementary & Secondary School Education Act, which Congress also provided for in separate legislation.

Other Features

- A new Competitiveness Policy Council will be established, with 12 members appointed by the President and congressional leaders. It will consider U.S. policy affecting competitiveness in world markets, make recommendations for changes, and comment on private sector requests for government assistance.
- The legislation extends presidential trade negotiating powers that expired this year or will soon expire.
- The United States now has voluntary restraint agreements with 19 countries limiting steel exports to the United States. The legislation allows restrictions on steel imports from other countries if the steel involved originated in a VRA country.
- Imports based on patent infringements will be banned without the need to demonstrate economic injury.
- The trade representative is directed to conduct a priority investigation of countries that deny market opportunities to U.S. telecommunications products. If negotiations to lift barriers fail, the President can take retaliatory actions.
- The windfall oil profits tax that Congress enacted in 1980 is repealed.
- For countries eligible for trade advantages under the Caribbean Basin Initiative, the President may suspend or limit duty-free treatment of specific items as an alternative to total disqualification of the country from the CBI program.
- Government agencies are directed to increase monitoring of imported food products for pesticide residue.
- Imports from Toshiba Machine Co. of Japan and Kongsberg Trade of Norway are barred for three years as sanctions for illegal sales of restricted technology to the Soviet Union.
- A 36-year ban on imports of Soviet fur skins is repealed.
- The President is empowered to stop a foreign takeover or merger of a U.S. firm to protect national security.
- Before any major country with a significant share of its trade in state trading enterprises, such as the Soviet Union, is admitted to the General Agreement on Trade & Tariffs (GATT), the President must determine whether such trade unduly burdens the United States. If so, GATT rules would not apply to trade between the United States and the country involved until the state trading enterprises are conducted on a commercial basis.

Postal Workers propose Dukakis-Bentsen support

Unanimous vote by convention delegates

Chicago—The Postal Workers convention voted unanimously to urge the AFL-CIO General Board to endorse the Democratic presidential ticket of Michael Dukakis and Lloyd Bentsen when it meets on Aug. 24.

Adoption of the resolution came after an address by Kitty Dukakis. She told delegates that her husband, the governor of Massachusetts, "will support a stronger postal service because he believes in strong public service. He shares your concern that privatization will result in the deterioration of service for rural and inner city America."

Following her address, Boston APWU President Steve Albanese introduced the resolution supporting the endorsement of Dukakis and Bentsen. The resolution noted the Reagan Administration has tried for eight years to "undermine the esteem and quality of public service in general and the postal service in particular."

The record-setting 3,401 delegates, who earlier heard former Democratic candidate Jesse Jackson, donated nearly $50,000 to the union's Committee On Political Action.

More than 2,000 of the delegates joined members of Hotel Employees & Restaurant Employees Local 1 on the picket line in support of their protest against the Nikko Hotel, which is owned by Japan Airlines. The hotel has blatantly violated an agreement it made with the union that hotel management would remain neutral in HERE's organizing drive, the union said.

Changes approved

The convention adopted constitutional changes that will:

- Add a prohibition against discrimination based on physical handicap or sexual orientation.
- Lengthen the transition period between incoming and outgoing officers by having new leaders installed in office on Nov. 17, while outgoing officers will remain on the job until Jan. 1.

The convention also established a new department for retired postal workers. "This will be a major step forward for our union," said APWU President Moe Biller. "For too long, postal retirees have been an untapped union resource. Now, APWU will diligently organize retirees into our union family at the local level and provide them with sophisticated training in political action."

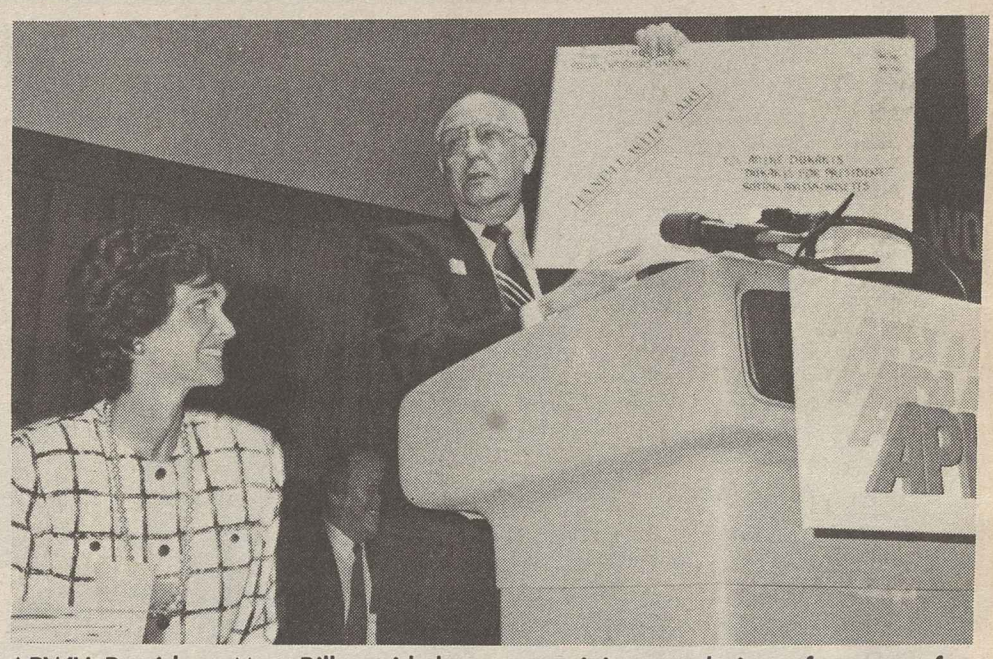
The delegates also called on local unions to recognize and accommodate the special communications needs of deaf and hearing-impaired members, and urged unity among the three major unions representing postal employees in the 1990 negotiations.

Back affiliation

In other resolutions, the convention supported affiliation of all APWU locals with AFL-CIO state and local central bodies, opposed sexual harassment and discrimination against postal workers, urged a ban on management performing bargaining unit work and called for an end to the use of casual workers and temporary supervisors.

It also backed a shorter work week and paid wash-up time, called for union-to-union contacts with APWU's counterparts in South Africa, Central America and Haiti, and supported full trade union rights and political freedom for Nicaraguan work ers and restoration of normal postal service there.

In special resolutions, the union backed the Farm Workers' grape boycott, supported the Teamsters' fight against a government takeover, and protested South Africa's arrest on July 4 of the top officers of POTWA, the postal workers union there.



APWU President Moe Biller with letter containing resolution of support for Democratic presidential team that was presented to Kitty Dukakis, left.

2 lumber unions reach agreement covering 1,300

Portland, Ore.—Members of two wood products unions ended a two-month strike against Williamette Industries plywood mills by ratifying a contract that could become a pattern for settlements in western states lumber and logging industries.

The Willamette settlement covers 1,300 workers at Oregon plants represented by the Woodworkers and the Western Council of Lumber, Production & Industrial Workers, an affiliate of the Carpenters. The unions bargain jointly with employers.

The new agreement recoups most pay and benefit pay cuts workers took three years ago after a one-month strike.

In the current round of negotiations, the lumber companies had pressed for one-time cash bonus payments as an alternative to higher pay scales. The Willamette settlement raises pay scales in all but the first year of a four-year contract.

Some 7,800 other members of the two unions remain on strike in a five-state area, at plants of Boise Cascade, Champion International and a group of smaller firms.

Talks stalled

Most western contracts expired on June 1. Negotiations have been stalled at Weyerhaeuser Co., the largest employer, where 6,300 members of the two unions have voted strike authorization.

Other major contract talks under way affect units of 4,500 workers at Roseburg Forest Products and 1,400 at Georgia-Pacific. The two unions represent about 38,000 workers in California, Idaho, Montana, Oregon, and Washington.

The union had hoped that a June 2 contract settlement covering 1,000 workers at Bohemia plants in Oregon and California would become an industry pattern. But the other companies balked at raising wage rates.

Willamette's final pre-strike offer would have resulted in only a 3.5 percent pay raise after three years.

Under the new agreement, Willamette workers will get an immediate $1,400 bonus, compared to the firm's $1,100 offer, followed by annual wage increases of 3, 4 and 4 percent.

In addition, Christmas Eve and New Year's Eve will be restored as holidays, employer pension fund and health and welfare payments will be increased, workers with 10 years of service will get an additional 40 hours of vacation pay, and shift differentials will be increased.

Contracts in public sector show catch-up pay pattern

Contracts covering state and local public workers that were settled in the first half of 1988 provided average annual wage increases above the current cost of living, continuing a compensation pattern that grows in part from management recognition that quality services come from adequately paid workers, the AFL-CIO Public Employee Dept. said.

PED President Al Bilik noted that traditionally the public sector workers have lagged behind their private sector counterparts. "Over the last few years, the public sector has been catching up somewhat as more and more public officials recognize they have to deliver quality services and they know they have to have high quality employees wth adequate pay and benefits," Bilik said.

Major settlements for public sector employees for the first six months of 1988 provide average first-year wage adjustments of 5.4 percent and yielded 5.1 percent over the contract term, the Bureau of Labor Statistics reported.

The BLS data, limited to those contracts covering 1,000 or more public workers, showed that 76 percent of the 325,000 workers under those contracts were employed by local governments and 24 percent by state governments.

First-year increases for local workers averaged 5.6 percent and 5.3 percent over the term, compared to 4.8 percent first-year average raise for state workers and 4.7 over the term, BLS reported.

Public officials are learning how to cooperate with the unions and understand that workers want to participate in the decision-making process, Bilik said. That combination "explains in part why you see a pattern of higher wages emerging," Bilik explained, adding that the public-private sector wage gap is narrowing, but the chasm remains wide.

He pointed out, too, that pay increases for local public employees tend to be higher than for state workers, mainly because only about half the states permit collective bargaining for state employees.

School settlements

Settlements for education, covering primarily teachers, but also administrators and service workers, accounted for 51 percent of the workers under contracts settled in the first half of 1988. They received first-year raises of 4.9 percent and average 5 percent over the life of the agreement. Workers in general government and administration, BLS said, got first-year increases average 6.1 percent, with average 5.4 percent annually over the contract term.

Only 8,000 public health service workers were covered under large contracts settled in the first half of 1988, but they tallied the largest first-year raises—9.5 percent—with annual average increase of 7.8 percent, BLS said.

There were no pay cuts recorded in the settlements and 95 percent of the workers covered got pay raises. Only 2 percent of the 325,000 workers settled for raises under 2 percent, while 23 percent won pay hikes 8 percent and above.

2,800 Longshoremen hold the line as tugboat strike passes 5-month mark

New York—After five months, members of Longshoremen's Local 333 are still manning the picket lines in their strike against nine tugboat companies.

The 2,800 ILA members have been on strike since Feb. 16, when negotiations for a new three-year agreement foundered. Management demanded pay and benefit cuts of up to 60 percent and rejected the union's offer of a wage freeze and to extend the existing agreement while negotiations continued. "These companies want to go back to 1946 in terms of wages but the whole country won't move back to that time" strike coordinator Frank Ignagni said.

Ignagni said the tug companies were operating with inexperienced scab crews who were unfamiliar with the harbor and that Coast Guard and harbor officials had ignored a requirements that tug operators and crews must make at least 12 trips before gaining a license.

The tug companies cut personnel and now are operating with just four or five crew members, he added, pointing out that in the height of the tug season—late fall and winter—more workers are needed to safely man the ships.

"More than 175 incidents—including accidents, illegal dumping, spills and the sinking of a ship—have occured since the companies began operating with scabs just days after the strike began," he said.

The scab workers have been brought in from mostly southern ports, Ignagni said, causing New York to lose state tax dollars in addition to unemployment compensation benefits and other funds paid to the striking workers.

Ignagni expressed his belief that the companies had been planning the strike situation—in an effort to break the union—for two years. Just after the strike began, the companies brought in Knuckles Inc., a notorious anti-union firm known for its violent tactics, he said.

Postal Workers march with HERE Local 1 members protesting Nikko Hotel's interference in organizing drive.

AIFLD Director William Doherty and AFL-CIO Associate Legislative Director Peggy Taylor discuss worker rights provisions with Rep. George Crockett (D-Mich), sponsor of Caribbean economic development legislation.

Worker rights seen as test for Caribbean economic aid

Observance of worker rights should be a condition for both trade benefits and economic assistance to Caribbean nations, the AFL-CIO urged at House hearings.

William C. Doherty, executive director of the American Institute for Free Labor Development, said the AFL-CIO and the Caribbean Congress of Labor strongly support the worker rights clause of the regional development bill introduced by Rep. George W. Crockett Jr. (D-Mich.).

Crockett is chairman of the Western Hemisphere subcommittee, which is considering the legislation jointly with two other Foreign Affairs subcommittees.

Doherty noted that worker rights clauses in various trade legislation have sometimes been difficult to enforce. He welcomed the stronger language in Crockett's bill, which would also cause foreign aid to be withheld whenever "any government or economic enterprise in the Caribbean does not extend, protect and enforce recognized worker rights."

The language could be further tightened to close possible loopholes, Doherty suggested. He cited the case of the Caribbean Agricultural Research Institute, a recipient of U.S. funds, which recently refused to renew its collective bargaining agreement. It contended that it is not subject to national laws because it is a regional organization.

Doherty said the most important tests of worker rights are a nation's adherence to ILO conventions "guaranteeing the rights of association and organization, the right to negotiate contracts on behalf of workers, and the right to strike for legitimate trade union goals."

Although there is no enforcement mechanism for ILO conventions, and no penalty for violations, Doherty pointed out that the United States is now helping to fill the gap through domestic legislation.

"U.S. trade legislation and now our foreign aid program are becoming the enforcement mechanisms for the observance of worker rights in other countries," he noted.

Cost to violators

"Heretofore, there has been no incentive for countries and business firms which are violators of worker rights to improve their behavior. Now there will be a cost involved." In addition, he stressed, workers in the Caribbean and around the world will be made aware that the United States is insisting "that they must be included in development and that development must improve their well-being."

Doherty rejected as "nonsense" the contention that the United States has no business trying to enforce workers rights in other countries.

"It is about time that the U.S. uses what tools it has, in this case trade and aid, to cause the world to be a better place," he stressed.

The legislation being considered, Doherty testified, "places us where we should be: on the side of the poor, in favor of the broadening of a pluralistic democratic system, and very definitely in support of worker rights."

Profile of unemployment no grounds for cheers

Official tally skips hidden joblessness

The nation's unemployment rate climbed back to 5.4 percent in July led by increases in joblessness among teenagers and women, but the Reagan Administration focused instead on the number of new jobs—70 percent of which were in the low-pay service sector.

The July jobless statistic, coming just three months before the national elections, does not show that during the first seven years of the Reagan Administration, joblessness averaged 7.8 percent--after soaring to 10.8 percent in 1982. When this year's improved unemployment figures are added, the rate for those without work during the Reagan years is 7.6 percent—still a rate higher than when Reagan took office.

The July jobless rate grew one-tenth of 1 percent from the June level which posted a 14-year low, reported the Bureau of Labor Statistics. The July figure, however, masked the 5.4 million persons working part time because full-time jobs are unavailable and 900,000 discouraged workers who have given up looking.

True level higher

AFL-CIO economist Henry Schecter said that "hidden unemployment," when added to the official jobless rate produces a 10.6-percent unemployment level.

Schecter noted that minor changes in the jobless rate over the past few months "show that we're not going to run into the very tight labor markets as some people have been predicting."

Many economists are warning that the various government economic indicators point toward a rise in inflation and interest rates. The Federal Reserve Board, pressured to tighten credit reins, raised the discount rate from 6 to 6.5 percent—its highest level in more than two years. The discount rate is the rate at which it loans funds to U.S. banks.

Joblessness among adult women grew in July from 4.9 percent to 5.1 percent, while for teenagers, it grew from 13.6 percent to 15.2 percent. BLS reported also that the average jobless duration rose to 13.6 weeks, up from 12.9 in July.

The number without jobs for more than 26 weeks grew in July to 791,000 from 785,000 a month earlier. But extended benefits were not available in any state during the week ending July 16, the Labor Dept.'s Employment & Training Administration reported. And only 31.3 percent of jobless workers were receiving unemployment benefits in July.

Among the larger states, Michigan had the highest gain in joblessness, rising from 6.6 percent in June to 7.3 percent in July, BLS said. Unemployment in North Carolina dropped to 2.9 percent in July from 3.2 percent a month earlier.

The Administration highlighted payroll survey figures showing 285,000 new jobs were created in July and revised its figure for June to 532,000 from 346,000. The July increase was mainly in the service sectors—201,000. Average weekly hours increased for July from 34.7 to 34.9. The household survey, however, showed that the nation's total employment increased by only 29,000 jobs in July.

Tallies differ

BLS noted the jobless figure is computed from the household survey, while the count of new jobs comes from a survey of business payrolls.

BLS Commissioner Janet Norwood explained that the business survey showed 3.9 million new jobs between July 1987 and 1988, while the household survey tallied just 2.4 million.

"The truth lies somewhere between the two surveys," she said. One reason for the difference is that "the payroll survey counts each job a person holds, but the household survey counts each person only once, regardless of the number of jobs he or she has."

In other economic developments, a survey of 487 major corporations showed corporate profits soared in the second quarter by 103 percent from the year-ago period, and net income rocketed 101 percent. The jumps were attributed in large part to rebounds made by 27 banks that added significantly to foreign-debt reserves in 1987. Even dropping the banks from the survey, the corporations turned a 22 percent profit increase from a year earlier. This follows a 24 percent first-quarter gain and 51 percent rise in the last quarter of 1987.

Wages trail

Despite the surge in profits, well-heeled corporations are not allowing the gains to trickle down to workers, Federation Research Director Rudy Oswald pointed out. He noted that meager wage increases are not keeping pace with rising costs. The BLS reported earlier that average hourly pay in June was two-tenths of 1 percent below the year-ago month after adjustments for inflation.

Productivity was up 3.5 percent and output rose 5.4 percent in the manufacturing sector in the second quarter over the previous three-month period, but real hourly earnings dropped 1.8 percent, showing that productivity gains made by workers in that sector were rewarded with a reduction in pay. Real hourly earnings have skidded in five of the past six quarters.

For all business, productivity in the second quarter was down 2.2 percent over the previous quarter, the first decline since 1986. The rate, however, was up by 1.4 percent over the year-ago period.

- The government's index of 11 leading economic indicators jumped 1.4 percent in June, the sharpest rise in 18 months and up 1.8 percent from a year earlier. But the average manufacturing work week remained unchanged and manufacturers' orders for consumer goods and materials fell.
- Factory orders rose 5.5. percent in June, the largest one-month increase in 18 years, the Commerce Dept. said. The figure was boosted in large part a nearly $10 billion rise in military orders.
- Durable goods orders rose 9.4 percent to $125.9 billion—the largest jump since December 1982. Orders for non-durable goods increased a modest 1.2 percent to $103.9 billion, tied primarily to rises in food, clothing, paper and petroleum products orders.
- Construction spending inched upward one-tenth of 1 percent in June, as investments in new factories offset declines in housing and government projects. For the first half of 1988, it was only 1.3 percent higher than the year-ago period.
- The Federal Reserve reported that economic growth has slowed from the pace during the first half of the year, but a boom in manufacturing is keeping the capacity utilization high.

UAW pushes for mandated health care

All employers should be required to provide at least a minimum package of health insurance protection for their workers, Auto Workers President Owen Bieber said in House testimony.

Bieber told the Ways & Means Subcommittee on Health the UAW strongly supports the bill introduced by Rep. Fortney H. Stark (D-Calif.), the panel's chairman.

Of the 37 million Americans who are without health insurance coverage, three-fourths are working men and women and their dependents, Bieber testified.

"Our society has already made a determination that employers should be required, as a condition of doing business, to provide all employees with a minimum wage, unemployment insurance, and basic retirement income and disability insurance through social security," Bieber noted.

"It's time for the country to take the next step," he urged.

An important added benefit, Bieber said, would be to reduce the "unnecessary, inefficient and unfair cost-shifting that takes place when public resources have to be used to fill the gap caused by employers who do not provide health insurance to their workers.

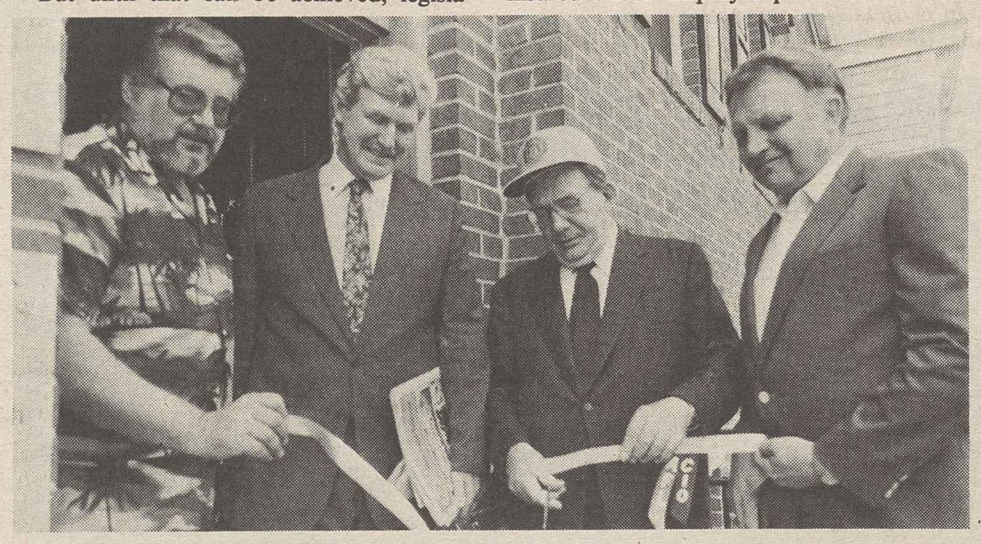
Cost shifting also occurs, he noted, when hospitals charge insured persons more in order to recoup losses from treating uninsured persons who can't pay their bills. Another example is when an employer providing health benefits absorbs the extra cost of covering a spouse who is employed by a firm that does not offer benefits.

Bieber welcomed a provision of the bill requiring employers to continue health care coverage for at least two months after a worker is laid off.

While praising the thrust of the bill and urging specific improvements, Bieber stressed that the UAW still considers a universal and comprehensive national health plan the best approach.

But until that can be achieved, legislation to assure working Americans and their families access to health care will be a big step forward, he declared.

Bieber praised the Massachusetts program enacted under the leadership of Gov. Michael Dukakis. It requires most employers in the state to provide health insurance coverage for workers and their families, and a state fund will cover persons not insured under employer plans.



New police station

AFL-CIO President Lane Kirkland cuts the ribbon opening the new four-story headquarters building of the Union of Police Associations in Alexandria, Va. Aiding in the ceremony were from left, IUPA Sec.-Treas. Al Angele, Local 5 President Wayne Bass and IUPA President Robert B. Kliesmet.

THE UNEVEN ECONOMY

Quality Jobs Are Major Concern

Although some of the statistics on the state of the economy paint a picture of reasonable performance, and by and large the economy has recovered from the deep recession of 1981-82, serious economic problems face America's workers.

The economy's growth in recent years has bypassed large portions of the population, many industries, businesses, and local communities. What growth has occurred has been achieved at great cost.

Despite the growth in the economy over the past five years and the improved unemployment situation, the hourly wage rate for non-supervisory workers on private payrolls failed to outpace even modest inflation rates. While the hourly wage rose 35 percent from 1980 to 1987, the CPI for urban wage earners also rose by 35 percent, according to Bureau of Labor Statistics.

Family purchasing power has made slight gains as a direct result of increased work effort on the part of family members. Seventeen percent more married couple families had two wage earners in 1987 than 1980, for a new high of 62 percent. Despite this, median weekly family earnings were only $35.50 higher in 1987 than in 1980, or a meager real rise of 6 percent over the seven-year period.

Despite years of government spending far outstripping government receipts, the nation's public sector is starved for funds, and public goods and services essential to growth and improved living standards have been squeezed out of the federal budget as a result of tax cuts for the wealthy combined with extensive outlays for national defense.

Among those with jobs, concern remains over the quality of those jobs—whether they provide health care coverage, training and advancement opportunities, pension rights, child care benefits, and employment stability and security to enable today's workers to afford good housing and plan for their children's education.

Record Low Benefit Level

Of those who remain without jobs, fewer than 32 percent now receive unemployment insurance benefits—the lowest level in the program's 53-year history. During all of the 1970s, the proportion never fell below 41 percent. In the recession year of 1975, 76 percent of the unemployed received benefits, in stark contrast to only 45 percent during the deep recession year of 1982. This is a direct result of the reduced federal role in assisting states with high unemployment rates to meet temporary borrowing needs. As a consequence, eligibility rules have tightened, and workers who in the past would have met the criteria now no longer do.

Failed international trade and investment policies have meant a quadrupling of the merchandise trade deficit in seven years. The shortfall increased from $40 billion in 1981 to $171 billion in 1987.

Even though exports are up in 1988, the merchandise trade deficit for the year is still expected to top $140 billion, according to Commerce Dept. estimates. More and more American workers and their communities have been forced to compete with Third World wages and working conditions, managed national economies, and profit hungry, footloose multinational corporations. The economic policies of the Administration have changed this country's balance sheet so dramatically that America has gone from the world's largest creditor nation to its largest debtor.

Perhaps most seriously, the nation's road back—the job-creating, economy-restoring programs essential to reversing the decline—is complicated by the federal debt. Much of our economic future is now dependent on the actions of others—the willingness of foreigners to open their markets to U.S. products, the pricing activities of the OPEC nations, and the long term effects of foreign purchases of American businesses.

The AFL-CIO believes in programs and policies to enable all those willing and able to work to have a job at a decent wage. We also believe that the federal government must play a key role in enhancing the nation's vital resources—the education and skills of our workforce, and the necessary investment in our youth, our natural resources, and the stock of roads, bridges, highways, airports, etc. These are essential to growth, full employment, and meeting international competition. The AFL-CIO supports legislation which would cushion the adverse impact of change on workers and local communities, such as the plant closing legislation that the Reagan-Bush Administration tried so hard to defeat.

TREADMILL IN WEEKLY EARNINGS 1979-1987

AVERAGE WEEKLY EARNINGS (IN 1987 DOLLARS)

	1979	1987	Change Dollars	Change Percent
TOTAL	**$338.44**	**$312.50**	**($25.94)**	**–7.7%**
MINING	$561.84	$526.64	($35.20)	–6.3%
CONSTRUCTION	$527.86	$478.28	($49.58)	–9.4%
MANUFACTURING	$414.51	$406.31	($8.20)	–2.0%
TRANSPORT & UTILITIES	$501.06	$469.59	($31.47)	–6.3%
WHOLESALE TRADE	$381.56	$367.10	($14.46)	–3.8%
RETAIL TRADE	$213.33	$179.32	($34.01)	–15.9%
FINANCE, INS., REAL EST.	$293.59	$317.11	$23.52	8.0%
SERVICES	$269.74	$275.28	$5.54	2.1%

SOURCE: BUREAU OF LABOR STATISTICS *(Establishment Survey Data)*

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AFL-CIO LEGISLATIVE
ALERT!

American Textile, Apparel And Footwear Jobs At Stake

September 7 Date Is Set For The Senate Vote On The Textile And Apparel Trade Act

The Textile and Apparel Trade Act, S. 2662, will be on the Senate floor on September 7. It is important that both of your senators be urged to support this pro-worker legislation.

The vote which is scheduled for the 7th is a vote to invoke cloture, and cut off any possible filibuster attempt. To be successful, a three-fifths majority is needed. If cloture is gained, a vote for final passage will soon occur. Because the Reagan administration has threatened to veto the textile bill, supporters are hoping for a two-thirds majority on this vote.

H.R. 1154, the House version of this bill, passed last year on September 16, by an overwhelming 263-156 vote.

If S. 2662 passes the Senate and becomes law, it could do much to help the beleaguered workers in the textile, apparel and shoe industries. In recent years, foreign imports in these areas have surged dramatically. For example, since 1980, textile and apparel imports have more than doubled. The textile and apparel trade deficit reached an unprecedented $25 billion last year, and is now 16% of the nation's total trade deficit. These imports now dominate 55% of the U.S. apparel and apparel fabric market, and 82% of the U.S. footwear market.

According to the U.S. Bureau of Labor Statistics, this tidal wave of imports has cost 300,000 textile and apparel jobs and 70,000 footwear jobs since 1980.

What You Can Do: Please contact your senators before they return from the August recess. Urge them to take a stand on fair trade by supporting S. 2662.

Family And Medical Leave Bill Will Come To The House Floor September 14

On September 14, the House of Representatives is expected to vote on H.R. 925, the bipartisan Family and Medical Leave Act. H.R. 925 would provide for ten weeks of family leave over two years so that men and women can care for a newborn or newly adopted child, a seriously ill child or an aging parent.

Family leave legislation also provides for up to fifteen weeks of medical leave for an employee's own serious health condition. All leave is unpaid, with the condition that any pre-existing health insurance is continued during the period of absence.

The AFL-CIO strongly supports this legislation as a minimum labor standard, of great benefit to workers and their families. With the current social concern over family stability and child welfare, it is difficult to understand objections to a bill which is so clearly beneficial. The most common arguments used by business opponents have been that enactment of the bill's provisions would be too expensive and that government shouldn't interfere in the free-wheeling operation of commerce.

The business community's claims about the expense of this legislation have proven to be gross exaggerations. And their second claim, that family leave may be a good idea, but shouldn't be imposed by the government, is a specious argument, at best.

The government's role in the protection of society is the major reason for its existence. It is the justification of everything from the legal system to the maintenance of the military. The protection of the family, the foundation of society, is obviously within the parameters of the government's proper role.

The argument against government "interference", is also the same one that businesses have used against every proposed minimum labor standard, from child labor laws to safety codes and the minimum wage. The fact is, the U.S. is the only industrialized country in the world which has no national standard for family leave. One hundred twenty five (125) countries, many in the developing world, have even instituted paid leave.

The concern that small businesses would hit hardest by a Family and Medical Leave policy, has also been addressed by the current version of this legislation. Companies with 35 or fewer employees (50 for the first three years of the law) would be exempt.

Currently, thousands of Americans--both male and female --face the loss of their jobs because they are responsible and love their families. With the passage of this legislation, they could not be penalized for living up to their commitment to family values.

What You Can Do: Contact your representative and ask that he or she vote for H.R. 925 when it reaches the House floor on September 14.

Employer-Provided Benefits Pending In Senate Tax Bill

The 100th Congress has begun work on legislation to correct tax-law-drafting errors. Two important issues, vital to many workers, will be decided during this process: the extension of lapsed tax-breaks for employer-provided education and legal service benefits.

On August 4, the House passed its version of the so-called Technical Corrections bill. Unfortunately, the education benefit was gutted, making many workers ineligible to receive help, and the legal service benefit was dropped altogether.

S. 2238, the Senate version of Technical Corrections, will be on the floor in September. At that time, there will be an attempt to amend the bill and restore these important benefits to U.S. tax law.

What You Can Do: Both of your senators should be contacted and urged to support extensions of Section 127, Employer Provided Education Assistance and Section 120, Employer Provided Legal Services.

Congress Goes Home. . .

The U.S. Congress is in recess from August 12 to September 6, for the Republican Convention and a Labor Day holiday.

When they return, members of Congress will only have a few weeks left to complete work on all pending legislation.

To make sure that labor issues are not lost in the year-end crunch, please take this opportunity to try to contact your representative and your senators (or their staffs) by calling their district offices.

The Alert *will return when they do. . .*

Will The Senate Act To Take The Postal Service Off-Budget This Year?

Your senators need to be contacted and asked to support S. 2449, a bill to take the Postal Service off of the federal budget and block attempts to privatize the U.S. mails.

Among the peculiar notions of the Reagan administration was one put forward by James C. Miller III, Reagan's Director of OMB.

His idea? -- privatize the Postal Service, contracting out union jobs and letting big business make a buck on an essential government service.

His excuse for the idea? -- a cut-back in postal service which was the direct result of the Reagan administration's attempt to fudge the federal books and off-set the federal deficit.

Almost 15 years ago, the Postal Service was taken out of the federal budget process and became a self-sustaining agency. The idea was to stop elected officials from playing politics with the nation's mail service, and to make the Postal Service more efficient. It worked. The Postal Service remained off the budget until 1985 when the Reagan administration slipped it back on. The general consensus was that the Postal Service's operating surplus made the federal budget look a little better.

That wasn't a problem until last year when a budget agreement between the White House and the Congress resulted in a $1.245 billion cut-back in the postal budget. Despite the fact that the Postal Service was raising enough money to cover its operations, services and many workers' hours were reduced.

Responding to constituents' annoyance at finding their Post Offices closed at convenient hours, on June 21, by an overwhelming 390-16 vote, the House moved to take the Service back off-budget.

On July 14, S. 2449, the Senate's version, with 70 cosponsors, was approved by the Governmental Affairs Committee. The bill is now held up in the Senate Budget Committee, but with enough pressure, it could still be approved and passed by the full Senate before the end of the session.

Reagan's financial "geniuses" would then have to look elsewhere for privatization patsies.

What You Can Do: Ask both of your senators to cosponsor and support S. 2449, a bill to take the Postal Service off-budget.

AFL-CIO news

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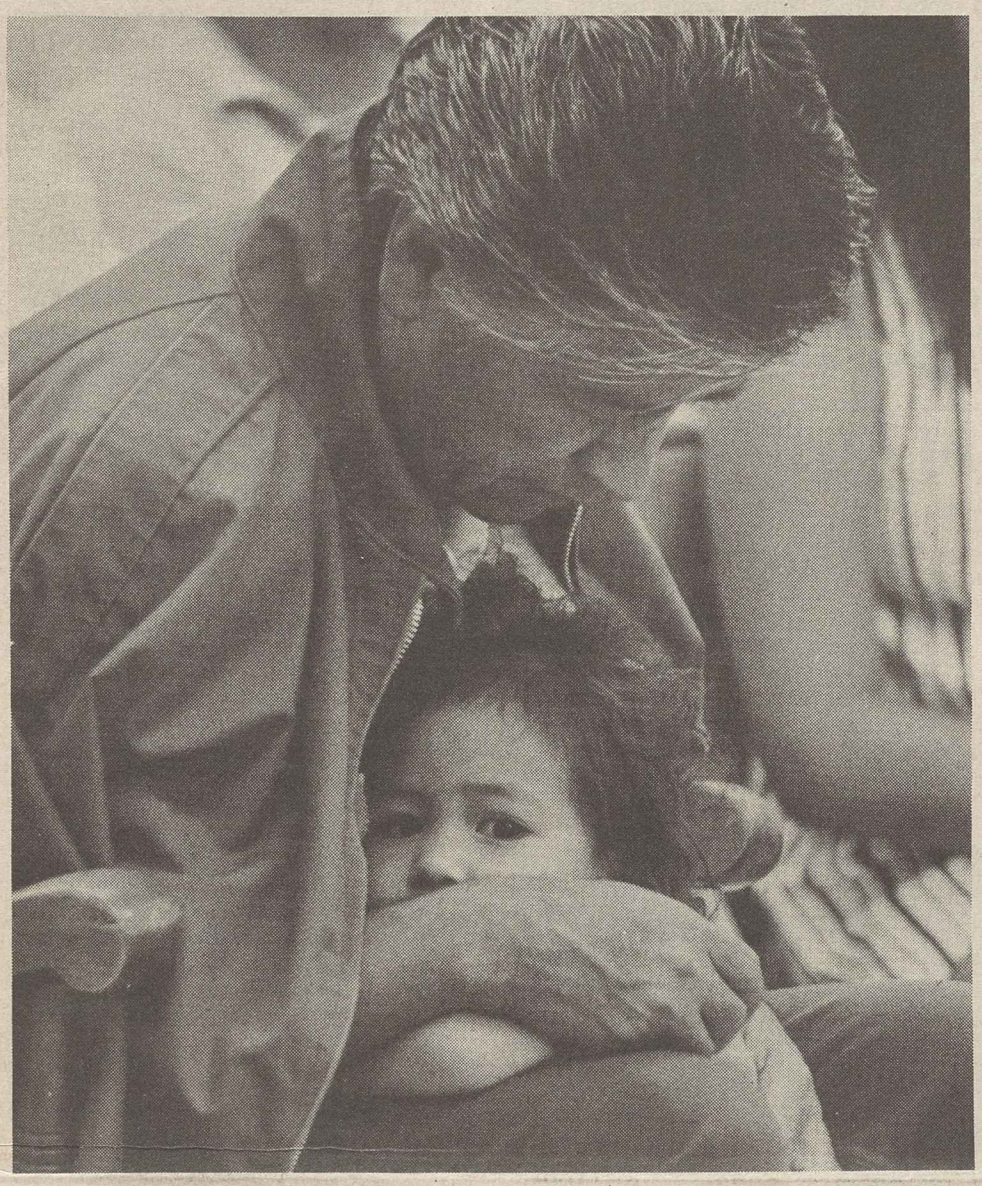
UNION YES



Holding fast for 36 days

Farm Workers President Cesar Chavez, in a water-only fast since July 17 to draw attention to labor's boycott of table grapes and the use of toxic chemicals by California growers, embraces his granddaughter Nicole during a mass in Delano. Chavez planned to end his fast Aug. 21. (Story on Page 8.)

Trade deficit soars as imports threaten wave of job losses

By Candice Johnson

The 28-percent surge in the nation's trade gap in June—fueled by a record $39.4 billion in imports—is continuing evidence of the Reagan Administration's bankrupt policies, the AFL-CIO said.

Federation international economist Mark Anderson pointed out that 1980 was the last year the United States achieved a surplus in foreign trade. "But eight years of the Reagan Administration have transformed the nation into the world's largest debtor and have cost millions of U.S. jobs," he declared.

Government economists have noted that each $1 billion in exports creates 25,000 U.S. jobs. But that also means that 25,000 American jobs are wiped out for each $1 billion in imports.

Anderson scoffed at attempts to blame the growing deficit on increased consumption by U.S. citizens. Slackening U.S. production, not "overconsumption," is the key factor in the nation's shortfall, he said. "The consumption of goods and services alone does not influence the trade picture," Anderson explained, "but the nation must be able to produce and export goods to match U.S. consumption."

"Government reports that factory capacity and utilization rates are at near record levels ignore the fact that over the last six years, we have reduced capacity drastically and that thousands of plants have been shut down," Anderson said. To offset higher consumption, the nation needs a higher rate of direct investment by companies in plant and equipment to produce more goods, he said.

Anderson also suggested that measures advocated by some analysts to lower U.S. consumption would have a more severe effect on working and lower-income persons than the wealthy. "The United States needs to produce more, not consume less," he stressed.

The Commerce Dept. reported that in June, the trade shortfall hit $12.5 billion, with imports climbing 6 percent to an all-time high of $39.4 billion and exports dropping 3 percent to $26.8 billion. When calculated at an annual rate, the deficit for the year would top $140 billion, somewhat less than 1987's record $170 billion.

Imports of manufactured goods rose $2.4 billion in June, increasing the manufacturing shortfall to a bloated $13.6 billion, up from $11 billion a month earlier.

Import surge

For the January-June period, the trade shortfall hit $70 billion—17 percent below the year-ago period—with a record $226.2 billion in imports. In manufactured goods, the trade shortfall for the first six months of the year is just 4 percent below last year's record-shattering level. On an annualized basis, the manufactured goods deficit will hit $141 billion this year, just under last year's $154 billion sea of red ink.

Exports of manufactured goods grew 27 percent over the six-month period while imports rose 13 percent. But imports of

Continued on Page 2

Bush asks 4 more GOP years

Selection of Quayle confounds Republican moderates

By David L. Perlman

George Bush stepped out from the political shadow of Ronald Reagan to carry the Republican Party's banner in a presidential election that—regardless of what earlier polls may show—won't be decided until Nov. 8, when Americans go to the polls.

He was nominated at a convention that reflected the GOP's sharp drift from the political mainstream in an election year in which the Democratic ticket of Michael Dukakis and Lloyd Bentsen has made a formidable claim for the support of middle America.

In New Orleans, Bush delighted his party's increasingly influential right wing but dismayed GOP moderates and traditional conservatives by his selection of Indiana Sen. Dan Quayle as his running mate.

Quayle is a little known Senate backbencher, whose most visible role in this Congress has been as the leading opponent of the widely supported plant closing notification law. His career voting record by COPE's scorecard is a dismal 9 percent right. He cast only 11 votes in line with the AFL-CIO's position, 105 votes against.

Anti-labor record

During the first session of this Congress, Quayle's record was a reverse image of Bentsen's voting record. The Democratic vice presidential candidate cast eight right, two wrong votes. On the same issues, Quayle had eight wrong, two right votes.

To the further dismay of the handful of Republican moderates at the GOP convention, Bush political operatives held tight rein over the platform committee and refused to consider any deviation from the right-wing agenda.

The platform was pounded to the specifications of the true believers. It bristles with hostility to government, calls for a subminimum youth training wage, urges further deregulation to reduce government "intrusion."

It advocates a free trade agreement with Taiwan, calls for contracting out government functions and an end to all restrictions on industrial work in the home. It reiterates the GOP's "longstanding support" for the right of states to outlaw un-

Continued on Page 3

Federal pay raise assured by House-Senate agreement

A House-Senate conference agreed on pay raises for federal workers and a continued postage subsidy for publications of non-profit organizations. But final action will wait until Congress returns from a recess that runs through Labor Day.

If it becomes law, as is anticipated, some 1.4 million federal employees will receive a 4.1 percent raise next January—less than the long-neglected concept of private sector comparability would provide but more than double the increase President Reagan had proposed earlier this year.

Reagan had proposed a 2 percent raise for civilian federal employees, the amount they received this year, and a 4.3 percent increase for the military services. The appropriations bill provides the same percentage raise for military and civilian workers.

The Office of Management & Budget said it wouldn't oppose the higher raise, since federal agencies will be expected to come up with the funds to absorb the increase.

Members of Congress exempted themselves from the raise and also excluded the top levels of presidential appointees.

The Government Employees welcomed the measure as a small but helpful step toward pay parity.

Continued on Page 2

Court overturns Hatch Act penalty on election stand

Atlanta—A federal appellate court ruled that Government Employees President Kenneth T. Blaylock didn't violate Hatch Act restrictions on political activities when he expressed anti-Reagan, pro-Mondale views in the AFGE's newspaper during the 1984 presidential election campaign.

A three-judge panel of the 11th Circuit U.S. Court of Appeals unanimously upheld the right of Blaylock—or any other federal worker—to express such views.

The panel said the Hatch Act issue would arise only if the statements were made as part of a campaign orchestrated or paid for by a political party, and that wasn't the case.

Presidents Moe Biller of the Postal Workers and Vincent R. Sombrotto of the Letter Carriers also were targets of Hatch Act proceedings before the Merit Systems Protection Board after Reagan's re-election.

The prosecutions were puzzling, since all three were on leave without pay from the civil service jobs they held before their election to full-time union office. That made the penalty of 60 days suspension imposed by the board virtually meaningless—except as an effort to intimidate federal and postal employees from political action.

Blaylock's appeal was heard in the Atlanta-based 11th Circuit because he had been employed at an Air Force base in Georgia when he took leave to serve the AFGE full time.

The appeals of Biller and Sombrotto are pending in the 2nd Circuit because they had each been postal employees in New York before their election to union office.

Blaylock said the 11th Circuit decision

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8/20/88

Health benefits teleconference set

Union members who negotiate contracts and oversee health benefit plans will explore ways to preserve and expand medical coverage for retirees during a nationwide teleconference Sept. 15-16.

The two-day teleconference, "Negotiating health care benefits for retirees," will feature presentations from union health care and benefit plan experts and local programs for participants at 20 sites. The production is sponsored by the AFL-CIO Dept. of Occupational Safety, Health & Social Security, the George Meany Center for Labor Studies and the Labor Institute of Public Affairs.

The conference is designed to help participants make their way through the often complicated factors that affect retiree health costs and to learn ways to block employer efforts to curtail, or in some cases, eliminate coverage, said Karen Ignagni, a department associate director. Those factors include changing health care legislation, longer average life spans, rising employee health care costs, declining retirement age and increasing use of medical services by the elderly.

The program also will include simulated bargaining sessions with union negotiators and participants and discussions with congressional staff members about legislation affecting retiree benefits. The teleconference will help participants "understand the problem, know what information they need and how to analyze the data, know their legal rights and know their options for preserving benefits."

A key segment of the conference will review proposed changes in Financial Accounting Standards Board rules to require employers to report future retiree health benefit costs as a liability. That change will have serious implications for union negotiators who will face increased company pressure to reduce benefits, Ignagni warned.

The teleconference will be broadcast by satellite from the AFL-CIO headquarters studio to the 20 sites. Participants at the university and labor body sites also will have the opportunity to offer questions and comments to panelists in Washington. The panelists will include Jeff MacDonald, George Meany Center; Meredith Miller, AFL-CIO; John Flemming, Bakery, Confectionery & Tobacco Workers; Pat Killeen, Auto Workers; Mike Collins, Operating Engineers; Pat Glenn, Rubber Workers, and Joann Brown, Service Employees.

The teleconference receiving sites and coordinators are:

University of California, Berkeley. Contact Bruce Poyer at 415/642-5452.

University of Colorado, Boulder. Walter Lawrence, 303/492-8327.

University of the District of Columbia, Washington. Edgar Lee, 202/727-2326.

Roosevelt State University, Chicago. Bill Bork, 312/996-2623.

Indiana University, Indianapolis. Jerry Paar, 317/274-3471.

University of Iowa, Iowa City. Laurence Clements, 319/335-4144.

Indiana University of Pennsylvania, Pittsburgh. Charles McCollester, 412/357-4443.

Dundalk Community College, Baltimore. Everett Miller, 301/522-5785.

Michigan State University, Lansing. Neil VandeVord, 517/355-5070.

University of Minnesota, Minneapolis. Dawn Adde, 612/624-5020.

University of Nebraska, Omaha. John Kretzschmar, 402/554-8340.

Cornell University, New York. Mary Lehman, 607/255-1505.

Ohio State University, Columbus. Brenda Cochran, 614/292-8157.

Pennsylvania State University, Harrisburg. Richard Hindle or Alan Derickson, 814/865-5425.

Pennsylvania State University, Philadelphia. Michael Polzin, 215/787-6907.

College of the Mainland, Texas City, Tex. Andrew Jones, 409/938-1211, ext. 389.

University of Wisconsin, Milwaukee. Irving Brotslaw, 608/262-2111.

New York State AFL-CIO, New York. Ed Panarello, 212/777-6040.

Washington State AFL-CIO, Seattle. Chuck Bailey, 206/281-8901.

Los Angeles AFL-CIO, Los Angeles. Jan Borunda, 213/381-5611.

Federal pay bill cleared to final vote in Congress

Continued from Page 1

In another pay-related action, the House Post Office & Civil Service Committee approved a bill to establish a pay equity commission to oversee a study of whether pay rates for various categories of jobs are influenced by sex, race or ethnic factors. In two previous congresses, similar bills passed the House but died in the Senate.

Just before the start of the recess, Congress cleared emergency funds for several labor-supported programs.

The infusion prevented a cutoff of trade adjustment assistance for workers whose jobs have been wiped out by rising imports and black lung benefits for former coal miners. It also includes funds to keep open a number of state employment offices that would otherwise have been forced to close.

Regular appropriations for these programs have been held up by a House-Senate conference that has been stalled in a controversy over abortion restrictions.

Hospital workers ratify San Francisco accord

San Francisco—Some 1,800 striking members of Service Employees Local 250 ratified new two-year contracts with seven private hospitals, but workers vowed to stay off the job until a settlement was reached with an unaffiliated nurses union.

The California Nurses Association reached a tentative settlement on Aug. 18.

The SEIU members, who struck on July 26, voted 92 percent approval of contracts at hospitals that bargained with Affiliated Hospitals—Children's, Marshal Hale, Seton Medical Center, Mount Zion, Pacific Presbyterian, St. Francis and St. Mary's. The local ratified another accord on Aug. 17 that covers about 120 members at French Hospital.

The agreements, retroactive to May 1, provide at least one fully employer-paid health care plan at each hospital and restores sick days the hospitals had eliminated. Licensed vocational nurses and those hired since May 1, 1985, will receive 3 percent increases each year. Those hired before May 1985 will get an additonal $300 bonus next May 1. Technicians will get a 30 cents an hour raise the first year and 3 percent the second.

Management, under conditions it imposed in May, had stripped seven to 12 days of sick leave from each worker and forced a choice between a health care plan that required employee payments up to $1,600 a year or being uninsured.

AFTRA Treasurer Kenneth Roberts, recipient of the union's Gold Card award for outstanding service, is applauded by President Frank Maxwell and Executive Director John C. Hall, Jr. at the Seattle convention.

AFTRA votes closer link with film actors on benefits

Seattle—The Television & Radio Artists convention took steps to strengthen the union's financial resources and agreed to consider merger with the Screen Actors.

AFTRA pension fund trustees, who have fiduciary and decision-making responsibility for the union's pension and health benefit funds, approved a measure to allow earnings of union members covered by either AFTRA or SAG agreements to qualify toward retirement benefits, rather than meeting the separate requirements of both plans.

The arrangement still must be approved by SAG pension trustees, said AFTRA President Frank Maxwell, who called the move an "important and positive development" in expanding members' benefits.

Delegates approved a surcharge on the current per capita rate—which ranges from $16.50 to $78 per member per year. The surcharge, effective Nov. 1, will range from 10-30 percent of the local union's per capita payment.

Maxwell called the increase a necessary measure "to survive in today's jungle."

The 400 delegates returned Maxwell to office for his fifth one-year term and elected Brad Phillips first vice president, Reed Farrell second vice president, Fred Anderson recording secretary and Kenneth Roberts treasurer. Also elected were seven vice presidents.

Roberts was this year's recipient of the George Heller Memorial Gold Card, AFTRA's highest honor for outstanding service to the union.

AFTRA Executive Director John C. Hall urged delegates to give careful consideration to the merger issue, noting that the two unions "spend an inordinate amount of time, effort and money" while duplicating services and benefits.

"I no longer want to see the dollars split between the two unions' health and retirement funds at the expense of the members they were created for," he declared. "I want to . . . share in every respect with the Screen Actors, and I want them to share with us," creating a "political and administrative structure the industry must reckon with," he added.

Hall reminded delegates that the unions were debating whether to join forces "as trade unionists who are considering merging members in their own best interests, not merging bank accounts to create a hefty dividend."

The union's American Scene award was presented to Interactive Training Systems of Bedford, Mass.

Imports push trade deficit 28% higher

Continued from Page 1

textiles, clothing and footwear already exceed last year's record levels by 4 percent, hitting $14.7 billion for the first half of the year. In June, apparel imports jumped 19.1 percent over the previous month.

Ladies' Garment Workers President Jay Mazur said the June trade report was strong evidence of the need for the Textile & Apparel Trade Enforcement Act which the Senate will consider following its Labor Day recess.

Veto threat

The bill, which Reagan has threatened to veto if it is adopted, would limit growth in apparel, textile and shoe imports to 1 percent a year. Textile and apparel imports now dominate 55 percent of the U.S. market for those goods and shoe imports control 82 percent of the footwear market.

Mazur said the bill was "consistent with the new reality of the world," noting that legislation was not seeking to close U.S. markets to imports. "As the largest market in the world, we have to share with the rest of the world, but we have to bring this market into an orderly posture," he said. U.S. jobs continue to be eroded because American workers cannot compete with the wages of exporting countries like China and Bangladesh which pay their workers as little as 10 cents an hour, Mazur added.

The House passed a similar measure limiting growth in textile and apparel imports last September by a 263-156 vote.

Manufacturing exports skid

Exports of farm equipment plunged 24 percent in June, the Commerce Dept. reported, while imported goods—especially small farm tractors—skyrocketed. Auto and auto parts exports also declined, down 7.3 percent, while food, feed and beverage exports dropped 7.2 percent.

America's shortfalls with its major trading partners all widened in June, with the trade gap with Canada posting another $400 million in red ink to $1.4 billion and the shortfall with Taiwan surging 30 percent to $1.2 billion, despite another Taiwanese purchase of $200 million in gold. The U.S. trade gap with Japan rose to $4.4 billion in June, up from $4.1 billion, and also widened with Singapore and Hong Kong. Only with Korea did the trade shortfall narrow slightly.

In other economic developments:

- Industrial output rose eight-tenths of 1 percent last month, the Commerce Dept. reported, although autoproduction dropped to an annual rate of 7.1 million units, down from an annual 7.5-million rate the previous month, and production of construction supplies fell for the second consecutive month.

Production gains were made in business equipment, 1 percent; materials, including paper, chemicals, metals and coal, 1.2 percent, and consumer goods, three-tenths of 1 percent.

- Producer prices jumped five-tenths of 1 percent last month, with increases in a wide range of consumer goods, the Labor Dept. reported. Food prices, affected by the drought, jumped four-tenths of 1 percent at the finished level, though pork prices plunged 10.5 percent and meat prices fell 2.5 percent as farmers sold their livestock to avoid paying costly feed prices. Egg prices jumped 13.3 percent in July, marking the third consecutive month of double-digit increases.

Blaylock wins challenge to Hatch Act

Continued from Page 1

makes clear "the right of a government employee union leader to fully inform the membership about the political views of presidential and congressional candidates, and to let them know which candidates have a better record on issues important to their livelihood and working conditions."

He saw it also as reinforcing the labor-supported effort to amend the Hatch Act so as to give government employees the right to fully participate in the political system, while continuing to protect them from political pressure by the Administration in power.

A Hatch Act reform bill passed the House last year and is awaiting Senate action.

Judge Phyllis Kravitch, who wrote the appellate court opinion, noted that the AFGE opposed Reagan Administration policies affecting government workers and had every right to do so.

She said Congress "did not intend the Hatch Act to silence all criticism by federal employees of an incumbent president seeking re-election."

The court found "grave constitutional difficulties" with the use of Hatch Act proceedings against a person not in active government service. But it refrained from ruling on the AFGE's "properly presented" constitutional challenge on that aspect since the case could be decided on other grounds.

Shell shock

It's time to pull out of South Africa, the National Labor Boycott Shell Committee wrote the president of the multinational company whose role in suppressing a strike by black South African workers brought on a worldwide labor boycott.

The co-chairmen of the labor committee—Auto Workers President Owen Bieber and Mine Workers President Richard L. Trumka—said the South African sanctions bill passed by the House on Aug. 11 represents "the handwriting on the wall."

The legislation would have the effect of denying Shell Oil Co. the right to bid on U.S. oil, gas and coal leases as long as its parent company, the Royal Dutch/Shell Group, remains in South Africa.

In a letter to Royal Dutch President Lo van Wachem, Trumka and Bieber noted recent endorsement of the boycott by major church groups. "A great cross-section of American consumers now associate the name of Shell with the oppressive system of apartheid in South Africa," they said.

House votes stiffer sanctions to end South Africa apartheid

The House voted 244-132 to toughen U.S. economic sanctions against South Africa in order to increase pressure for dismantling apartheid—the denial of rights to the black majority through a government-enforced system of racial discrimination.

The labor-supported bill is a follow-up to a 1986 law that was enacted over President Reagan's veto. That legislation imposed first-step sanctions but warned that sterner action would be forthcoming if South Africa didn't take substantial steps towards equal rights within a year.

Specifically, it called for repeal of the state of emergency that has made South Africa into a totalitarian state, release of political prisoners, negotiations with the country's black majority and an end to military activities against neighboring states.

President Reagan's report to Congress last year acknowledged that South Africa had not made any progress towards the goal but did not request any further sanctions.

The bill the House passed would require U.S. firms to get rid of their South African investments within six months; the 1986 law merely barred new investments.

It would prohibit nearly all U.S. imports from South Africa other than from firms owned by apartheid's victims. Existing law bars only specified imports, including steel, uranium and agricultural products.

Virtually all exports would be banned, except food, humanitarian and charity assistance and economic aid to victims of apartheid. Existing law bars exports of oil, petroleum products and munitions. The bill also would require the President to retaliate against any foreign companies that seek to gain commercial advantage as a result of the U.S. trade embargo.

In a letter to House members, AFL-CIO Legislative Director Robert M. McGlotten said the United States must take on the task of pressuring the South African regime because the minority government has refused to negotiate with black South Africans.

Racist grip tightens

Meanwhile, he noted, "the stranglehold of apartheid has tightened, not eased."

McGlotten pointed to South Africa's arrests and detention of union officials, bombings of union halls and disruption of union meetings.

The White House opposes the new legislation, as it did the 1986 law. Its argument is that sanctions are "counterproductive" and the United States would have greater influence for change if it maintained an economic foothold in South Africa.

While 81 House Republicans supported the 1986 law, providing the margin to override Reagan's veto, only 24 defied the Administration position this year.

Letter Carriers vow fight to block 'privatization'

Convention urges endorsement of Dukakis

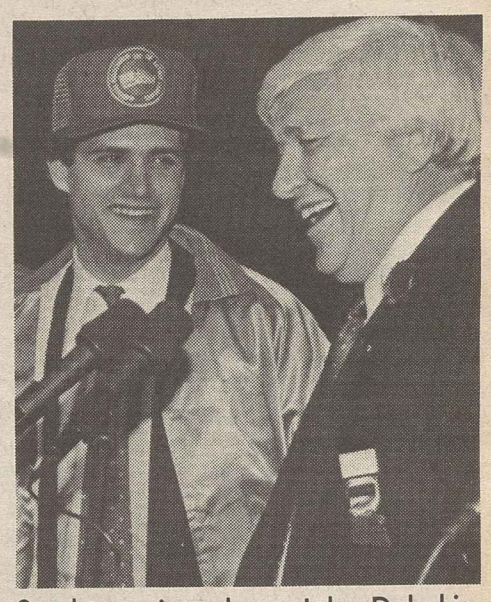
Portland, Ore.—Delegates to the Letter Carriers convention declared their determination to block President Reagan's attempts to privatize the U.S. Postal Service.

NALC President Vincent Sombrotto called the push for privatization a tough challenge, comparing those who would turn postal operations over to private-sector companies "modern day robber barons."

But "we're going to defeat these pirates . . . we're going to make sure there is going to be a postal service, not just this year, not just next year but long into the 21st Century," he declared.

The 6,100 delegates approved a constitutional change that ties cost-of-living adjustments for union officers to the COLAs of top-grade letter carriers.

The convention also reaffirmed the union's resolute opposition to South African apartheid, directing that the NALC completely divest its financial interests from companies and banks that currently do business in South Africa, to the maximum extent permitted under laws spelling out fiduciary responsibility.



Sombrotto introduces John Dukakis.

Bill of goods

AFL-CIO President Lane Kirkland scored efforts of some Reagan Administration supporters "to privatize everything you do" by putting the postal service and other government operations on a paying basis. But "their cheap, stripped-down, no-frills-and-fewer services government has turned out to be the most expensive bill of goods ever sold," he said, noting that in the past eight years, Reagan-Bush policies have created "the largest national debt in the history of the world."

Kirkland called Hatch Act restrictions that virtually eliminate any political participation by government workers "a blot on American democracy," and urged public officials "and every candidate who aspires to become one" to address the gross injustice of those constraints.

The convention cast a unanimous vote recommending that the AFL-CIO General Board endorse the Democratic ticket of Michael S. Dukakis and Lloyd Bentsen at its Aug. 24 session.

The vote followed an address by Dukakis's son John. And in a mailgram message, Bentsen told delegates that "under a Dukakis-Bentsen Administration, you will have a friend in the White House and at the Office of Management & Budget, and you won't always have to worry about defensive action in Congress."

Delegates heard Postmaster Gen. Anthony Frank laud NALC efforts to win legislation benefiting both union members and postal operations. He urged delegates to continue to press Congress for the removal of the Postal Service from the government's general operating budget.

Cooperation stressed

Frank also acknowledged a "top-down problem" at the postal service which resulted in an attitude "that some people are better than others," emphasizing the need for more respect between postal workers and management. Frank's address marked the first time in 20 years that a Postmaster General attended the NALC convention.

Delegates took a break from convention activities to join striking nurses walking the picket line at a Kaiser-Permanente medical facility. The 1,100 nurses, members of the Oregon Federation of Nurses—an affiliate of the Teachers—and the Oregon Nurses Association, are pressing Kaiser to resume contract negotiations.

Crafts endorse bill to spur partnership to build homes

Union witnesses urged Congress to support legislation to form a "partnership" between government and private, nonprofit organizations that will work toward building affordable housing to meet the needs of low- and moderate-income households.

Bricklayers Vice President Thomas McIntyre and Wayne Pierce, treasurer and legislative director of the Carpenters, testified at House hearings in support of a Community Housing Partnership bill introduced by Rep. Joseph P. Kennedy II (D-Mass.) and 95 cosponsors.

The bill is currently being considered by the Subcommittee on Housing & Community Development.

Chairman Henry B. Gonzalez (D-Tex.) said the crowded congressional agenda diminishes the opportunity for approval this year. But he anticipates "real action" next year when a new Administration takes office.

A national commitment to decent housing for all Americans has been set back under the Reagan Administration's budget priorities.

Housing aid

The Kennedy bill proposes assistance by all levels of government to help nonprofit community-based organizations, including unions, develop new and rehabilitated housing at moderate cost.

Both union witnesses cited examples of successful programs that have been based on comparable pooling of public and private resources.

Pierce said his home local of the Carpenters in Salinas, Calif., had sponsored two 100-unit apartment buildings in the 1960s as part of a larger program developed by the California State Council of Carpenters.

The housing projects built then "are still in operation," Pierce told the subcommittee, "providing decent housing to hundreds of families."

McIntyre, who had a major role in establishing the Bricklayers & Laborers Non-Profit Housing Corp. in Boston, told of a cooperative project in which union pension money was the "leverage" for constructing 18 units in South Boston, on a building site provided by the city, and with cooperation from Gov. Michael Dukakis and the state government.

The first group of homes were sold at half the going rate to families chosen by lottery and similar homes are being constructed in other sections of Boston, he testified.

NALC delegates walk the picket line with striking nurses in Portland.

Bush plays up to Republican right wing

Continued from Page 1

ion shop and agency shop contracts through "right-to-work" laws.

Convention oratory previewed the presidential campaign to come.

Partisan sallies at the opposition are a trademark of all political conventions, and this year was no exception.

Democrats in Atlanta had delighted in poking needles in Bush, who has sought to cover himself in the mantle of Reagan's popular appeal while pleading ignorance of Administration blunders.

In New Orleans, the Republican convention was an orchestrated chorus that sought to tear down the middle America appeal of Michael Dukakis at the Democratic convention.

From Reagan to Pat Robertson, the television evangelist given prime-time exposure, convention speakers assailed Dukakis as a "liberal"—the fiercest epithet in the GOP's political vocabulary in this election year.

Because both Dukakis and Bush had clinched their presidential nominations well before the party conventions, their political fire has for some months been aimed at each other rather than at their rivals for the nomination.

The presidential campaign traditionally heats up after Labor Day, intensifying during the crucial weeks of October. Bush and Dukakis almost certainly will meet face-to-face in nationally televised debates that could influence the election outcome.

Labor's voice will be heard early in the campaign. The AFL-CIO General Board will meet Aug. 24 to act on a presidential endorsement.

It's the culmination of the process launched early this year to offer all candidates of both political parties an opportunity to present their views to union members—both in unedited response to questions and through video.

AFL-CIO unions distributed the views of the candidates, and solicited the opinions of their members.

If a two-thirds consensus is achieved at the General Board meeting, where every AFL-CIO union is represented, the trade union movement will enter the election season committed.

The Union Yes Story

MEMBERS FROM 13 UNIONS TELL WHY THEY SAID UNION YES

On Sept. 16, the millions of Americans who tune in for NBC coverage of the opening ceremonies of the Olympic Games in Seoul, Korea, will also see and hear a Union Yes message from someone like Oscar Meier, a California carpenter; Terry Hiller, a clerk and cashier from Michigan; Marie O'Brien-Brau, a letter carrier from Minneapolis; Darlene Markiano, a grocery clerk from Illinois; and Jack Lemmon, a movie actor from California.

Like Lemmon, the union spokespersons will be telling a personal story about their union experience. Unlike Lemmon, they're newcomers to the television camera.

The four were selected to represent labor's "real story" says Larry Kirkman, executive director of the AFL-CIO Labor Institute of Public Affairs.

They were chosen from a field of hundreds of responses to LIPA's call for union members to give their reasons for saying Union Yes.

Out of 25 semi-finalists, Meier, O'Brien-Brau, Hiller and Markiano said it best for the cameras in a series of auditions judged by Marketing Masters Inc., a professional contest organization selected by LIPA to judge the entries and conduct the screen tests.

Contestants were tested in either Chicago, Washington, or Los Angeles. The four finalists were flown to Hollywood where they cut their commercials. No one knows yet who will actually appear when the ad runs next month.

Not surprisingly, there were 25 "real stories," that activated these union members; many of them not what the typical organizer might think.

Jeffrey Grabelsky, for example, is a member of Electrical Workers Local 3 in New York City.

Here's what he wrote in his essay:

"Our daughter's illness was cured with three bone marrow transplants. My local's insurance saved me from bankruptcy. A sister local's employment saved me from despair."

Apprenticeship Start

A grandson of immigrant Russians, Grabelsky joined IBEW Local 43 in his first job as an apprentice electrician in a nonunion steel plant in Syracuse, N.Y.

Life changed drastically for the Grabelsky family when their second daughter was born without an immune system.

Syracuse did not have sufficient technology to treat the child's problem. There were few places in the world that could; one of them was Sloan Kettering Institute in New York City.

"On about two days notice we left Syracuse and moved to New York. We didn't intend to move there. We didn't know how long we would be there."

"We endured incredible pain and anguish during the time she was in the hospital. She spent over a year in a sterile environment in Sloan Kettering, a sterile bubble where she had no human contact. We couldn't touch her with our own skin . . . When you face the prospect of the death of a child, it's unimaginable."

Grabelsky's union, and his brother and sister members did understand what he was going through. Grabelsky transferred his card to New York City Local 3. The business representative there found him work on a project directly across the street from the hospital where his daughter was being treated. Co-workers took up a collection during Grabelsky's first few days at work to help him pay the costs of his move.

Union Link

LIPA, says Kirkman, was looking for the "union link . . . that unusual event that made a worker into a union member and made a union member into an activist for the union."

Not all were as dramatic as Grabelsky's, but the incidents described in the 25-word essays did have one thing in common: they were events in which the union solved a problem or met a need.

For another IBEW member (Local 824) Laurie Gallagher, a Bradenton, Fla., employee of General Telephone, the problem was getting one weekend off every month to attend National Guard meetings.

"I felt that was an extremely important thing . . . in addition to my regular job at GTE. But my local manager at the time did not understand, or just closed her eyes to how important it was."

At the time, Gallagher was working every weekend. "I was fairly new to the company and I didn't quite know how to get my point across."

Then she went to the union. The IBEW representative made some phone calls and the problem was settled.

"Of course, it's company policy that they would never give employees a hard time about duty for the National Guard." Arrangements were made, Gallagher got her schedule changed.

"It wasn't necessary to file a grievance or anything like that. It was just representation that I appreciated," she said.

What do unions have to do with student loans?

When a member is being harassed about student loan repayments, a union like AFSCME District Council 37, through its legal services plan, can make a difference.

Those were the circumstances behind Joyce Jenkins-Jones and her Union Yes experience.

After a stint of unemployment, Jenkins-Jones landed a job as a secretary to the dean at Lehman College in New York. Her student loan had been turned over to a collection agency which began a series of annoying phone calls demanding big payments.

"They wanted all the money or I had to send large lump sums like $400 or $800 . . . The union really helped me settle into an agreeable payment plan."

Letter Carrier Ron Garling, Jr. said his union link was forged when NALC Branch 509 in East York, Pa., took steps to end overcrowded and unsafe working conditions at the East York facility.

"I had the realization that the reason I was getting $20,000 a year to start was because of the union and that's why I decided it would be a good idea to join, and the comaraderie . . . to go to union meetings and fraternize on a more personal level, because a majority of our employees are union members."

In 1986, Garling's post office was getting overcrowded. "It was very unsafe, safety hazards were unavoidable and commonplace. The union stepped in and forced the Postal Service to move some of the excess equipment and per-

TV statement: "When my dad got real sick, I wanted to be with him at the hospital. My union made sure my job was safe."

Darlene Markiano, 41, a part-time checker at Osco Drug, was threatened with firing if she didn't come to work at a time when her father was in the hospital with a terminal illness. "I thought, my family is important, so I guess I just won't go to work anymore. My husband said, that's ridiculous. You call the union . . . It was Saturday and I left a message on the recorder. On Monday the union answered and they said: 'Just ignore what the assistant manager said. They can't fire you.' . . . It proved to be the right thing to do. The manager apologized to me."

Darlene and her husband John, a contractor and long-time member of the Carpenters have four children and a newly arrived grandson.

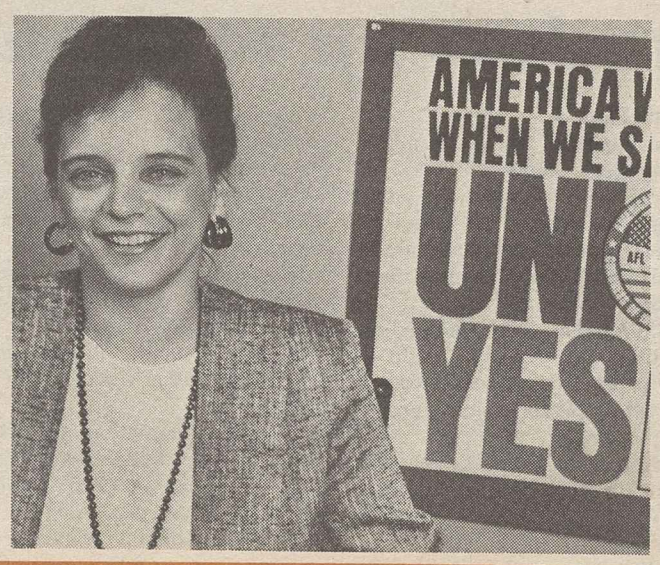
Darlene Marie Markiano
UFCW Local 881, Wood Dale, Ill.

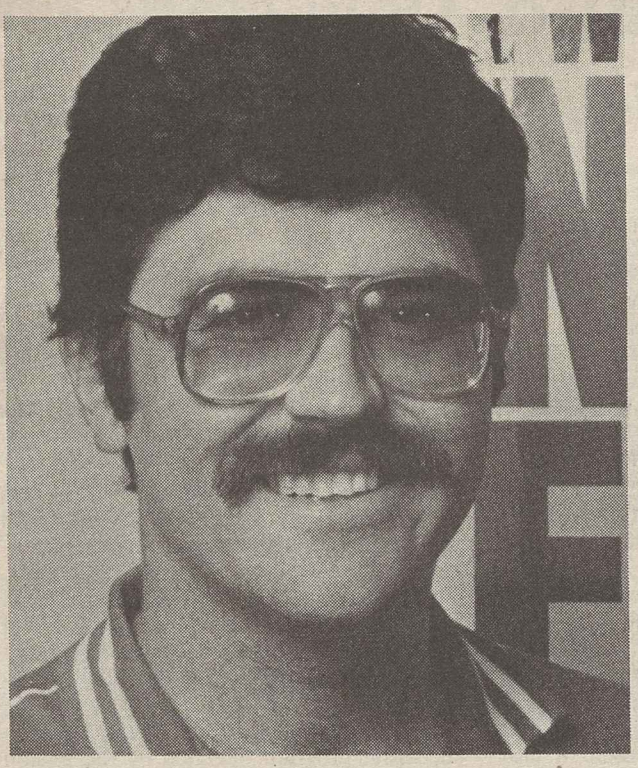
TV statement: "My time is important. I need to know which shift I'm working. And my union contract lets me know what to expect."

Mrs. Hiller works for Kroger in suburban Detroit in the Deli-Bakery Department as a clerk-cashier. She has been there nine years, and "I feel more protected with the union." For example, she notes, "my problem wasn't too small for union action." Even though she was a senior employee, newly hired workers began getting much better shifts. "It didn't seem fair to the people who had been there so long, and it really bothered me. So we finally got it straightened out, according to the contract."

Terry and her husband Tom Hiller met in high school and have been married nearly 15 years. The 32-year old UFCW member is the mother of two. Tom is a strong and active UAW member, working at the Ford Escort assembly plant in Wayne, Mich. Says Terry: "Young couples should know that a union can be a vital part of your life. Let them know what's important to you and your family. Because, we are the union."

Terry Hiller
UFCW Local 876
Union Lake, Mich.





Oscar Meier, Carpenters Local 1506
Los Angeles, Calif.

"They need to know I'm coming home from my job safe and sound. That's why I support my union."

Meier emigrated with his family from Argentina when he was five. His wife, Sheila, came to the U.S. from Paraguay 10 years ago. The whole family, including Victor, 6, and Giselle, 5, were filmed for the LIPA commercial. Meier credits his union with much of his progress. He graduated from college with a degree in business, partially supported by a scholarship from his union. He went back to dry wall installation. During the last year, he became an instructor for the Joint Apprenticeship Training Committee, operated by his local and management. The union's health benefits also paid for expensive medical care for his two children.

He believes that safety is a hallmark of union construction work, and believes that it is a critical difference from nonunion work. "The union steward is the counterbalance to the foreman, who is looking for production. For us, safety is first."

sonnel to another office close by." Now, says Garling, the East York facility is "safer and more productive."

Fred Hallock is a member of IBEW Local 441, Santa Ana, Calif., with a degree from the University of Delaware in engineering, and is a graduate of the Ohio Institute of Technology.

"I believe in education . . . which is very important. The union has a continuing education program . . . I enjoy being affiliated with people that stand up for each other and fight for what they believe is right. You have to have a union in order for everybody to succeed, and I honestly believe that."

Hallock once owned his own electrical contracting business, which he said, "just got too successful . . . It was ruining my family."

Hallock's father persuaded him to join the IBEW where he found the work to his liking.

"I really enjoyed it, and I got to travel. I got to work a lot of really big jobs . . . I like nuclear plants. I like skyscrapers and work subways, breweries, auto factories, oil fields. I was able to change jobs bascially when I wanted."

But, in the last 30 months, Hallock has suffered several major medical setbacks. He has diabetes and suffered kidney failure, leading to a kidney transplant. He's nearly blind because of the diabetes.

Now that Hallock's brother donated a kidney, Hallock says he is ready to go back to work again. More than a year ago, the doctors gave him six months to live.

"The union has been behind me the whole way. They call and they check up on me. Right now they're paying my dues because I'm on disability."

Hallock is in the union's retraining program to provide him an opportunity to keep earning a living, with a union card.

Many workers get sick. Often it is a union's intervention that makes the difference between landing on a scrap heap or continuing as productive members of society.

Take the case of Larry Fleming, a plant operator at a Delco parts factory and member of Auto Workers Local 2185 in Meridian, Miss.

Fleming developed phlebitis a while back, a condition that put him on a disability leave for nearly four years. When Fleming wanted to come back, the company didn't want him.

"You don't hear of it too often about people who are being held out of jobs, it's usually the reverse," Fleming says. But in this case, the company was concerned about its potential liability if they permitted Fleming to build up more seniority than he had. It took six months and the help of his local to force Delco to take him back.

Back on the Job

Fleming is back to work, so are a number of his coworkers. "We've had people with strokes, heart surgeries and repaired valves, who are working and living active normal lives in our plant today."

Chris Christianson is a postal clerk in the Trenton, N.J., area local of the Postal Workers. His day starts at 4:30 a.m. and ends late in the afternoon. Ten years ago, part-time clerks were forced to work split shifts, arriving early in the day for a two-hour stint only to be sent home for six or more hours and ordered to return to work for another two hours.

"Working like that I wasn't real keen on either my employer or my union at that time. It wasn't too good a work schedule."

Christianson joined the union anyway. "I thought well of the union in many ways and essentially for those reasons I joined.

But, the real value came after the APWU local president came up with information that protected Christianson from losing his vacation one year.

"My employer failed me, but my union did not in resolving this," Christianson said.

Supermarket clerk Mary Positino is a Food & Commercial Workers steward (Local 1262) at a Shoprite food store in Rochelle Park, N.J.

"You know it's very hard when you deal with the public. You have to take their money. They always feel like it's too much no matter how small the amount is. But you work with the public . . . working people like yourself," she says.

She's tied to her union because she "loves the people."

As a steward, Positino says, "I'm there to help the people deal with management and with personality problems that they might have with management. It seems management doesn't always understand the smaller problems of the lesser people and that's what I'm there to do . . . so that there are no arguments and that the problems and the situations are brought into the open."

Luanna Maria Rathman is a member of the International Brotherhood of Painters. She says "it's the brotherhood that gets me since I'm a woman."

Rathman is a painter and sheetrock finisher, working in residential or industrial jobs. She's the only woman member of Painters Local 715 in Santa Barbara, Calif.

Unfair Treatment

Twelve years ago, she was working in the same craft in a nonunion situation. Then, she says, "my talents were utilized to the advantage of the contractors. I'd be working side by side with people working at the same job but paid different wages, different conditions and no benefits."

A woman in a male industry, Rathman says "the people in my own union treat me beautifully. Those people who know me, my own brothers are very kind and supportive."

"As a union construction worker, my union assures me the right to equal, equitable wages and hiring . . . I concentrate on the work, not the hassles."

When a West German firm bought out the telecommunications company that Bryan Lockwood worked for, they threw out the union contract. He had been a telecommunications technician until then. After finishing a seven-week union course, he became a construction electrician.

Lockwood stresses that he comes from a union family—his father has been a Carpenter for forty years. "I lost my job to a buyout by a West German company. We still had a contract, but they ignored the whole thing. The union is fighting to get it back. Meanwhile, they put me to work as an electrician."

Russell Mars is a surveyor, a member of Operating Engineers Local 12 in Ontario, Calif. Eleven years ago, the company Mars worked for was going under—spread too thin. At the same time, Mars' wife was pregnant.

At one point, company paychecks were five weeks late and Mars began to worry. As he searched for another job, Mars was startled to discover that his old firm had not been paying for health insurance and other benefits for six months.

"So I thought am I gonna be stuck with this bill for hospitalization and doctor. Fortunately, the union said all I had to do was bring in my current pay stubs to prove that I was working and my paid union dues and they would take care of it. And they did."

Linda Miller is a paper handler who has been on the receiving end of discrimination.

"I was the first female at my place of employment to ever step into what is a male dominated job. They do weekend work by seniority and there had never been a female that had done it before. I just went out and signed up."

Miller had been one of the key organizers in setting up Paper Workers Local 1571 in Middletown, Ohio. Her experience in demanding and winning priority assignments based on seniority underscored the value of the organizing work she had done.

"I would never have been compensated fairly or justly if it hadn't been for our new local."

Francisco Valdez is a member of Communications Workers Local 6186. He works in a mental hospital in San Antonio, Tex. One of his assignments is "suicide watch," duty that requires him to try to "keep patients from harming themselves and others."

At one point, hospital management was assigning up to three suicide patients to each worker. "That gets hairy . . . I raised the issue with my supervisor and I got kind of on the blacklist of the hospital administration."

When Valdez discovered that there were unfavorable comments in his personnel file—comments he was told he couldn't review—he went to the union.

"I went to the union and they backed me up and got them removed. You know, it works if you have somebody backing you up."

Valdez has been a union member for the past 18 years. "I believe real strongly in organized labor. I like the idea that unions are advertising. I think it's something long overdue. I'm proud to be a member of a union. I'd like to encourage others to do the same thing on their job—join the union."

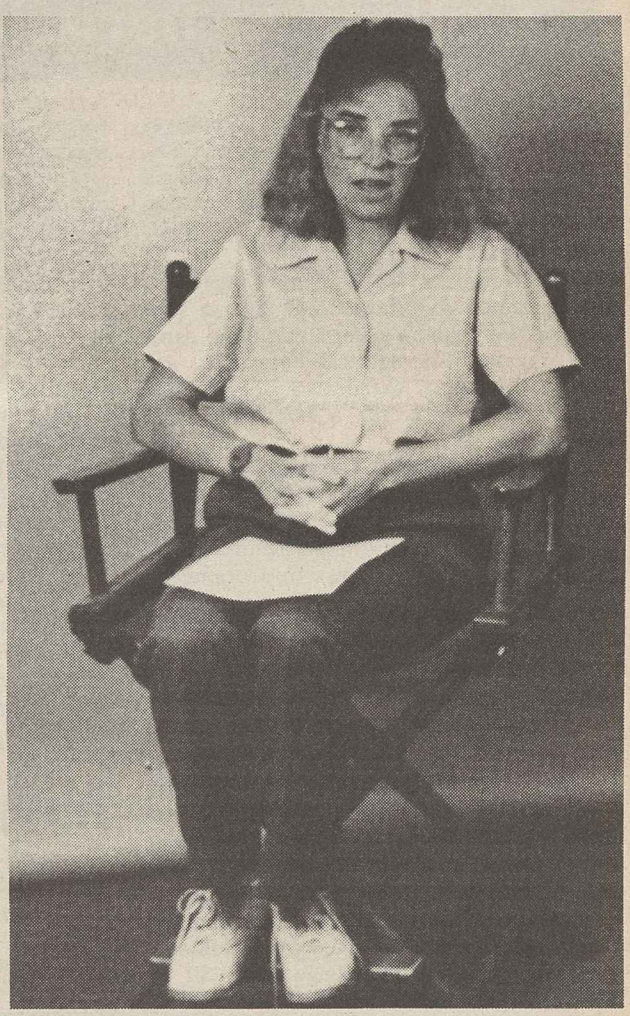
Tracy Wilcoxson is a member of the IAM local in the Boeing plant in Wichita, Kan. He suffered permanent damage in an accident on company property. Instead of working with him to make him whole, the company tried to lay him off.

Wilcoxson looked to his union for help.

"Had the company gone by the book on compensation, they would have saved themselves the money in this case," he says. Wilcoxson's eventual settlement was $14,000.

But Wilcoxson says it has been more than a case of his union's representation. "The main reason is the benefits and the togetherness that you share inside the union. You know we call each other brothers and sisters. To me that's being a union."

Like the opener in the old classic TV series, "Naked City": there are 15 million stories in the AFL-CIO, these are just a few.



Marie O'Brien-Brau
NALC Local 9
Minneapolis, Minn.

TV statement: "My husband and I both work. We're raising a family. We belong to unions that understand what we need."

Marie O'Brien-Brau, for four years a Letter Carrier in suburban Minneapolis, entered the contest to describe how her union helped secure sufficient time for maternity leave, and guaranteed that she could return to her former route. She and her husband, Scott, a Machinist employed at Northwest Airlines, believe in the value of unions. "Now that we've earned maternity leave," she says, "our next struggle is affordable day care. That's incredibly important to young couples like ourselves."

"I think my union was very helpful, not only my stewards at my station, but also the officers of my local . . . I think everybody should know that unions are there to help."

Paperworkers double defense fund

Convention re-elects Glenn to top post by 2-1 margin

Las Vegas, Nev.—The Paperworkers convention re-elected President Wayne E. Glenn to a new four-year term and chose UPIU Rep. James Dunn as secretary-treasurer to succeed John M. Defee, who retired.

Glenn defeated UPIU Vice President Glenn Goss by a 2-to-1 margin to continue serving in the post he has held for the past 10 years.

Dunn, 51, has been a UPIU international representative since 1967. He joined Local 731 in Pine Bluff, Ark., in 1958 and was president of the local when he joined the UPIU staff.

Dunn won a three-way contest by a clear majority, defeating UPIU Vice Presidents Arnold Brown and Clifton King. He took office at the end of the convention, replacing Defee, 67, who had held the post for four years.

New vice presidents elected were Boyd Young in Region 6 and Don Langham in Region 5. Incumbent vice presidents re-elected were Vincent Dinardo, Chris Jackman, Marshall Smith, Arnold Brown, Joe Bradshaw, Gerald Johnston, Glenn Goss, Ed Windorff, Fran Pothier and George O'Bea.

Glenn urged the delegates to take an active role in deciding the future of the union and the nation. Pointing to the coming national elections, Glenn said, "The wrong people have been running the economy of this nation. It is time to return the power of this country to its people."

The American people deserve a government that cares about the workers and an Administration that recognizes that all working Americans have the right to a healthy and safe workplace, he said. "As trade unionists, citizens and workers, we are the foundation of this country and it is up to us to make it work."

Continuing assault

AFL-CIO Sec.-Treas. Thomas R. Donahue told the convention that for nearly eight years, "millions of workers have been under assault by unfair employers who jumped at the chance to kick over the bargaining table and declare war on unions. Few unions if any have been under the gun—under so many guns—as have the Paperworkers.

"On picket lines, in courtrooms, in the marketplace, in legislatures, youhave fought back magnificently. And until the last contract is signed and the last boycott is dissolved and the last striker is back at work at International Paper, you are going to continue to have the AFL-CIO and all of its affiliates at your side."

Donahue told the delegates that on Election Day, Nov. 8, "the most anti-union Administration in a couple of working lifetimes is going to get its termination notice. And that 72-day notice is a damned sight more generous that the one that Congress has provided for workers and to which the President so strenuously objected."

President Gene Upshaw of the Professional Athletes told the delegates that now is the time for "all union members to stand tall and be proud to be part of organized labor." He urged them to work hard in the national elections.

The convention voted a $1 increase in dues for all members, raising the minimum to $16.74, effective on Nov. 1, with the full amount of the increase going into the union's Defense Fund, thereby doubling the allocation to the fund.

Delegates adopted a resolution urging the AFL-CIO General Board to endorse the Democratic presidential ticket of Michael Dukakis and Lloyd Bentsen. It also approved a resolution that would offer educational training on AIDS to local unions. Delegates encouraged efforts to promote actions by members of Congress who are supportive of labor policies, condemned efforts of employers to undermine the health and welfare of workers, and urged an all-out labor effort to counter antiunion legislation.

Ohio crafts set low-cost urban housing project

Columbus, Ohio—The Ohio Building & Construction Trades Council is launching a community-based project to produce quality, affordable housing for inner-city residents while training minority and women workers.

State BCTC Sec.-Treas. Robert Y. Farrington explained that the state and Columbus building trades council formed the Building Trades Minority Development Partnership Inc., which will work with minority union contractors to provide inner-city trainees with technical training.

"This is a grand and bold vision," said Farrington. "It reflects the commitment of the building trades unions to urban revitalization, decent housing and equal opportunity for all."

The Ohio partnership is model after a successful program operated by the Boston building trades unions. Farrington credited Democratic presidential candidate Michael Dukakis with providing information on the Boston program and challenging the council to help provide "affordable housing."

Expanding the trades

"We are taking up the challenge and expanding it to open up the building trades to workers who have been traditionally absent from the trades, namely minorities and women," Farrington said. "What we do here will be a showcase for Ohio. Then we plan to take it on the road."

The long-range goal is to have 2,000 single-family units constructed or renovated by the year 2000. In the process, 2,000 trainees will have graduated from trainee to journeyman status or be placed in traditional apprenticeship programs.

Under the program, which will initially use union pension funds, houses will sell for less than $50,000.

"This is truly a partnership effort," Farrington said, pointing out the contributions of state and local government leaders, of the federal Dept. of Housing & Urban Development, and private sector participants.

CORRECTION

In the Aug. 13 issue of the AFL-CIO News, the name of Frank Gragnani, strike coordinator for Longshoremen's Local 333, was mispelled.

A photo of the opening of the Union of Police Associations' headquarters in the same issue misidentified a participant in the ribbon-cutting ceremony. Second from left was Mayor James Moran of Alexandria, Va.

Collective bargaining, etc.

The **Maintenance of Way Employes** ended an hours-old strike against the CSX-owned Louisville & Nashville Railroad after management agreed to stop ignoring the contract provisions covering employees meal periods.

The Kentucky Council of **Carpenters** and **Firemen & Oilers** Local 320, in supporting the **Paperworkers'** corporate campaign against International Paper Co., are among the unions withdrawing funds from Citizens Fidelity Corp., a Louisville bank with ties to IP.

Siding with **Food & Commercial Workers** Local P-9, a federal district court upheld an arbitrator's decision that the Geo. A. Hormel & Co. of Austin, Minn., could not lease its slaughterhouse to a nonunion subcontractor. The meatpacker closed its slaughterhouse last January and in June leased the facility, ignoring the union's request that its members be put to work there.

In an effort to breathe new life into a General Motors Corp. stamping plant in Hamilton-Fairfield, Ohio, **Auto Workers** Local 233 voted to accept a contract that was the key to the purchase of the plant by Cynba International Inc. of Troy, Mich. The plant, which employed 2,500 workers two years ago, now has 150. Cynba agreed to hire 900 UAW members who remain in the area. Wages will range from $9 to $12.75 an hour and 3-percent raises with be given annually during the four-year contract.

The U.S. Court of Appeals for the District of Columbia Circuit struck down the 50-mile rule governing how container cargo is loaded and unload in ports from Maine to the Gulf of Mexico. The rule is written into **Longshoremen's** contracts. In anticipation of the court decision, ILA President John Bowers had called for talks with carriers and stevedore groups to begin Sept. 14 on a new master contract. The current contract ends in September 1989. The ruling will be stayed for 45 days, pending an appeal by the ILA and management. The 50-minute rule, written into ILA contracts in 1968, was supposed to reserve 10 percent of the packing and unpacking on the docks for ILA members, in exchange for permitting container cargo.

An arbitrator has ordered Midway Airlines to reinstate Darlene Brom-Cianchetti, who led a successful organizing drive by the **Flight Attendants** at the carrier last year. She was awarded full backpay and seniority. Brom-Cianchetti was fired in September 1987 after management charged she misappropriated liquor sales funds. The arbitrator found no merit in the charge. The AFA won the organizing drive last November and has bargained with the carrier since March for an initial contract.

Some 5,200 **Transport Workers** rejected a concessionary contract with Pan American World Airways. The TWU represents mechanics, dispatchers and fleet service workers at the airline.

The **Government Employees** won a preliminary injunction stopping all random drug testing in the Veterans Administration. The decision issued by the U.S. District Court for Northern California expanded an earlier injunction banning drugs tests of VA employees.

Nebraska's supreme court upheld the award of unemployment insurance benefits to 43 **Food & Commercial Workers** at the Fremont, Neb., meatpacking plant of George A. Hormel & Co. The workers had supported the strike of by workers at Hormel's Austin, Minn., plant. The court ruled the workers were entitled to benefits because there was no work stoppage caused by a labor dispute in their plant. Hormel replaced the UFCW members one day after they went on a sympathy strike. When they unconditionally agreed to return to work six months later, Hormel offered only to put them on a hiring list.

Poland's strikers bolster Solidarity

Warsaw—Polish mine and dock workers in key cities went on strike seeking wage increases and legalization of the Solidarity free trade union movement.

The action began with an early morning walkout by 400 miners at the large July Manifest coal mine and quickly spread, with nearly 5,000 workers calling for the reinstatement of Solidarnosc.

Workers in four key minining cities have joined the dispute, closing mines in Silesia, the nation's most industrialized area. At the Morcinek mine, more than 400 miners called for the legalization of Solidarity as key to winning economic and political reforms.

In Szczecin, about 2,000 dock workers shut down the loading operations at the the country's second largest port, demanding a 50-percent wage increase, the revival of Solidarity, reinstatement of strikers who were fired and a pledge by the government that union supporters would not be harassed. They were joined by 600 bus drivers and other transit workers.

Frontlash rallies to raise minimum wage

Frontlash, the AFL-CIO organization for young workers and students, is working in seven states to bolster labor's campaign for an overdue raise in the federal minimum wage.

Frontlash chapters have held public meetings, collected petitions, wrote letters to members of Congress and picketed appearances by congressional representatives who oppose increasing the $3.35-an-hour minimum wage.

A bipartisan compromise measure now before Congress would raise the wage floor by $1.20 in three annual steps of 40 cents each.

Michael Bsharah was named national coordinator of Frontlash's grass-roots program to win support for the minimum wage. Joel Klaverkamp is the group's executive director.

In Minnesota, Frontlash members picketed the offices of Democratic Rep. Timothy J. Penny to protest his efforts to weaken the bill while it was being considered by a House Education & Labor subcommittee. The young union members and students declared they would not work for pennies and pressed for fair wages.

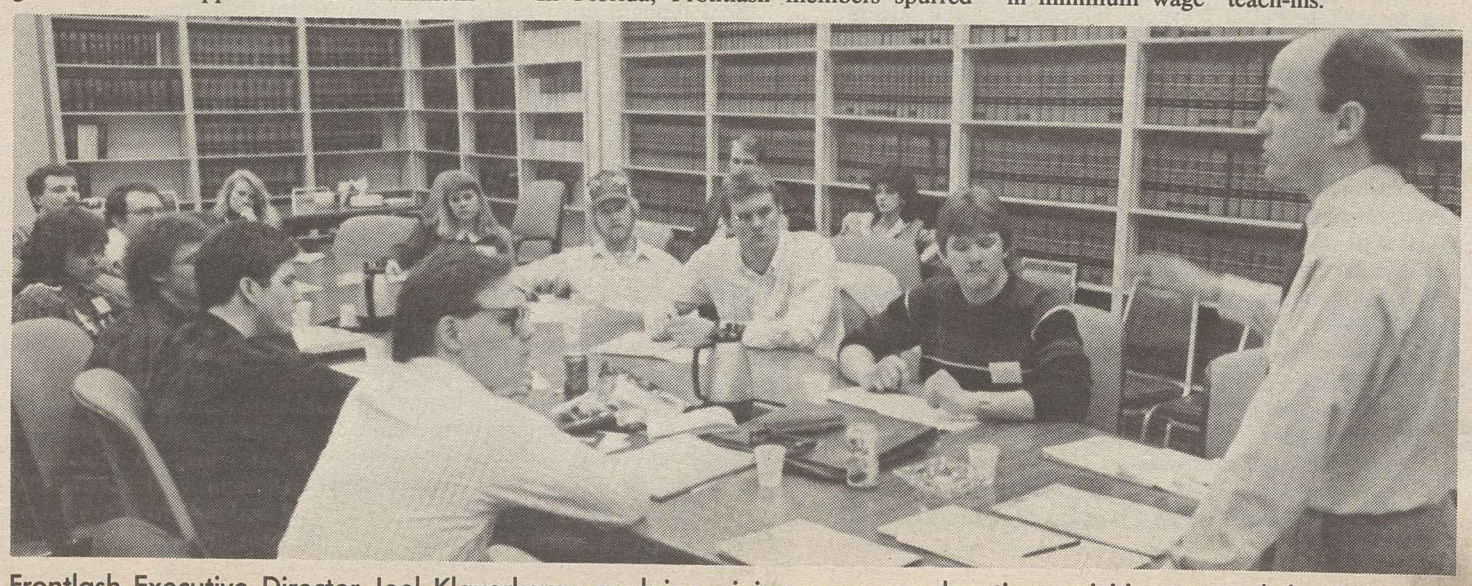
Wide coverage

Missouri Frontlash chapters organized post-card mailings, held public forums, wrote letters to newspaper editorial pages and talked about the minimum wage on radio programs and in print interviews.

In Florida, Frontlash members spurred support among students at Central Florida University and Brevard Community College, organizing letter-writing campaigns and phone calls to three congressmen. The Florida chapter also worked closely with the State AFL-CIO and the Orlando Building & Construction Trades Council.

Frontlash chapter members also met with students at the University of Maryland and Fairfax, Va., county schools and discussed the proposed increase with Rep. Stan Parris (R-Va.)

The University of Michigan student government adopted a resolution that supported an increased minimum wage and expressed strong opposition to a "training wage." Michigan students also participated in minimum wage "teach-ins."



Frontlash Executive Director Joel Klaverkamp explains minimum wage education activities to youth leaders.

JOB SAFETY & HEALTH

OSHA Does What It's Forced to Do

Occupational injuries and illnesses are literally a life and death issue for American workers as annually 7,000-10,000 are killed on the job and tens of thousands more die from the long-term effects of occupational diseases. Solvents, welding fumes, radiation, unshored trenches, and faulty scaffolding are among the culprits.

More than 25 million workers are exposed to toxic substances on the job. With more than 2,500 fatalities and 275,000 serious injuries every year, the construction industry stands out as one of the most hazardous. The Occupational Safety and Health Administration (OSHA) has not only failed to improve the situation; its record in the past eight years is one of refusal to set standards, weakened enforcement and cutbacks in budget and personnel.

The AFL-CIO is committed to safety and health protections for workers. In the last eight years, all actions on important health standards for substances that cause cancer, such as asbestos, benzene, and formaldehyde, were initiated by union petitions to OSHA and were pushed through with union-sponsored legal suits and court orders when OSHA failed to act. A similar course of action, petitions and court review was required to force the agency to issue standards on ethylene oxide, hazard communication, and long sought minimal farm worker field sanitation facilities.

State 'Right-to-Know' Victories

The AFL-CIO is particularly proud of the successful national campaign to win the right for workers and communies to know about the hazards of toxic substances used on the job. OSHA's final issuance of the Hazard Communication Standard (HCS) establishing the right to know was won as a direct result of the 29 states that first enacted their own laws through strong labor-community coalitions. The AFL-CIO continues to push for stronger protections, fight for coverage of all sectors of the workforce under right to know and make more workers more aware of what needs to be done to assure them a safe workplace.

But right to know is only the first step. The AFL-CIO wants to see OSHA restored and strengthened, with an effective inspection force, a potent penalty structure, and a progressive timetable for issuance of safety and health standards. Right to know must lead to the power to act. Union and worker participation should be a cornerstone of all worksite safety and health programs. Safety and health committees, with the right to inspect workplaces, shut down dangerous jobs and review employer hazard control measures should be mandated on all job sites.

During the past eight years, the current Administration has not only abandoned its commitment to protect American workers, it has tried to dismantle OSHA and turn back the clock on safety and health gains.

In 1981, the Administration scrapped all projects underway for new regulation, including the right-to-know standard. The Administration focused on weakening or revoking existing standards that had already been issued. Under the Administration's Task Force on Regulatory Relief and the Office of Management & Budget, weakening standards on cotton dust, lead, noice and OSHA's cancer policy became top priority.

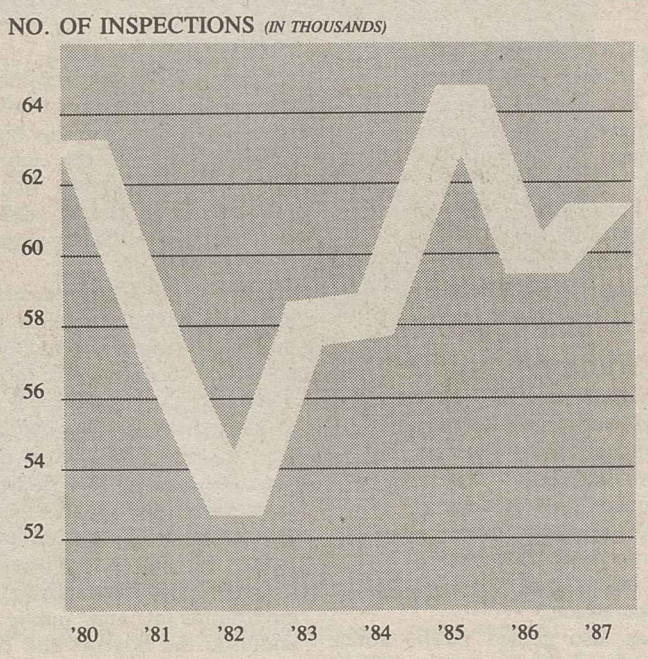
Diffusing Regulatory Schemes

Fortunately, aided by court decisions, congressional intervention and public opinion, the labor movement was able to stop or diffuse most of the planned deregulatory initiatives and slowly force the Administration to focus on hazards in need of stricter regulation. The OSHA Hazard Communication Standard (HCS) on chemical hazards was promulgated only after 29 states passed "right-to-know" laws. And it required a court order to force Secretary of Labor William Brock to act to expand the standard to cover all workers exposed to toxic chemicals.

Even after court order, OMB has challenged the HCS standard, and construction workers are still being denied protection. Vice President George Bush's Task Force on Regulatory Relief is even now pressing OSHA to shift its requirements from engineering controls, the most effective form of hazard protection, to respirators. Respirators have proven to be ineffective in protecting workers and the environment. Even the staff of OSHA do not support this change that would seriously compromise worker protection.

—Prepared from material by Diane Factor, industrial hygienist in the AFL-CIO Dept. of Occupational Safety, Health & Social Security.

OSHA ENFORCEMENT IN FISCAL YEARS 1980–1987



OSHA inspection activity fell drastically in fiscal year 1981, the first year of the Reagan Administration, and reached a low point the following year. The number of citations for serious violations and the dollar value of fines imposed also dropped dramatically over the early Reagan years. The upward trend in inspections, violations and penalties is seen as a reaction to a steady chorus of union complaints to Congress and public response following serious mishaps and accidents in major industries.

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Carolina poultry workers say 'it's union time'

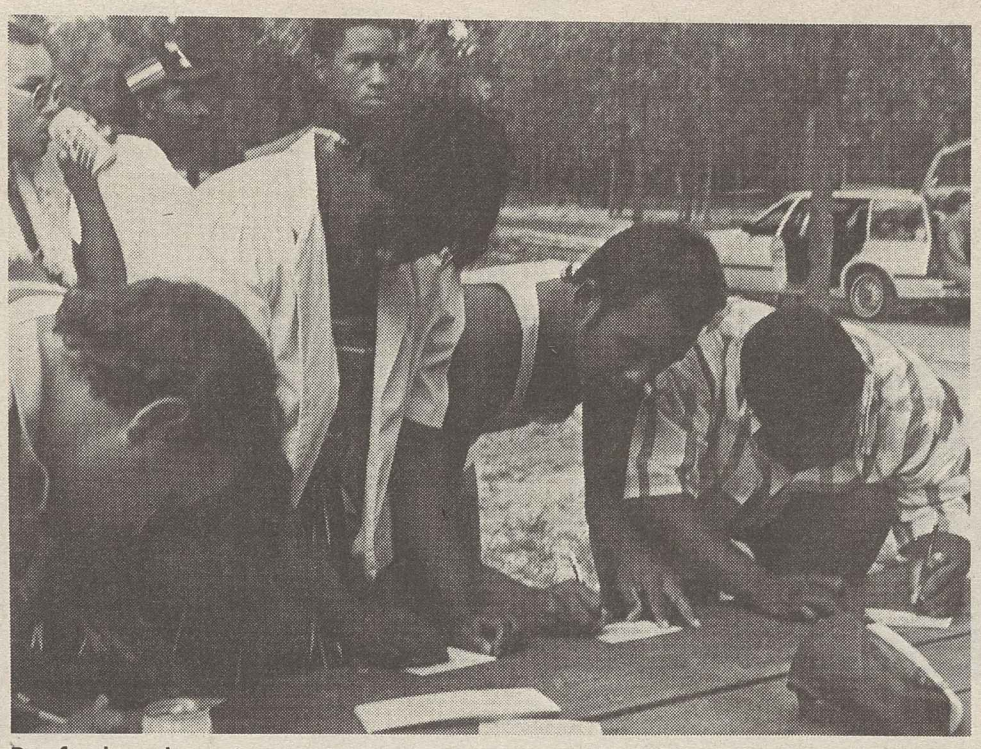
Raeford, N.C.—After years on the job, you and your fellow workers find that your skills and loyalty are still being bought for less than $4 an hour, your benefits are way below par and you have no say over the working hours. So all 1,100 of you decide enough is enough.

"Now it's union time."

That's just how it happened for the employees of the House of Raeford Farms poultry processing plant who are now being organized by Food & Commercial Workers Local 240. The workers walked off their jobs on Aug. 1.

At an Aug. 8 rally, hundreds of Raeford workers gathered in sweltering heat under a shelter on a baseball field in Hope Mills, N.C., to hear UFCW organizers explain how the union campaign would be conducted and what the workers should expect the company to do in response. The organizers repeatedly asked the crowd of several hundred, "What time is it?" They shouted back an ever louder chorus, "It's union time."

Key issues in the campaign are the widespread dissatisfaction with wages, benefits and working conditions at Raeford. The full-scale walkout followed a one-day strike by chilling department workers a week earlier.



Raeford workers sign UFCW authorization cards, declaring "it's union time."

Enough's enough

Within an hour of the start of the Aug. 1 walkout, hundreds of workers had gathered across the street from the plant entrance and ignored pleas of management that they return to work. Raeford Personnel Director Erick Wowra passed through the crowd, shouting out an offer to return to work, and the strikers yelled back, "Hell no, we won't go."

One 17-year veteran of the plant cited the lack of respect from management and noted she started at the plant making $3.35 an hour and is now earning $3.90 an hour. Many workers said money was the key issue, but another said, "We're allowed to go to the bathroom three times a day. We have to ask to go to the bathroom."

Even though more than 700 of the Raeford workers had signed authorization cards, management refused to recognize the union. Local 204 then petitioned the National Labor Relations Board's Winston-Salem, N.C., office for a representation election, which will likely be held within the next two months.

It's this delay that will work to the company's advantage, UFCW Rep. Glenn Harris warned the workers at the rally. "The main thing is the group has to stand together. You will have to go through this delay, but you all will get the right to vote whether you want a union. If a majority of you do vote for it, you will have a union."

Then the union will attempt to negotiate a contract with the company, and "that's when it gets difficult. You have to be very, very strong," Harris said. In-plant organizing committees will be set up "to be our eyes and ears in that plant. You can expect the company to do anything that will get you separated and divided. They've already hired an attorney—an expensive attorney—to talk to you and court you."

Harris also pointed out that the company's promise of a raise on Labor Day may not come about. "We don't know if that raise is a nickel, dime or a quarter. Don't be surprised if they don't give it to you at all," Harris said, adding Raeford might claim that to give workers a raise during the organizing drive could be considered a bribe.

After most of the workers had been out two to three days, the union convinced them to go back to work. Management delayed the return time for some workers in the chilling department. When the workers found out, they asked a supervisor for time off to go file for unemployment for the days they didn't get paid. The supervisor okayed the time off, but when the workers returned, they were told they had "voluntarily quit" and no longer had jobs. The UFCW then filed unfair labor practice charges against the company with the NLRB.

Long hours

Harris said that Raeford's employees work six days a week in two main shifts with a small third shift for maintenance. One processing shift comes in a 6 a.m. and works until 4 or 5 p.m. The other shift begins arriving between 2 to 3 p.m. and often doesn't get through until or 2 a.m.

Since the organizing drive began, the company has begun holding small, captive audience meetings with the workers, pointing up its intent to provide a Labor Day pay raise, to fix up the break room and starting letting workers have some weekends off.

North Carolina AFL-CIO President Christopher Scott told the rally that the state's 200,000 union members are "united behind you to make sure you get every possible break." Noting that Raeford is a "very profitable organization," he said, "There is no reason these people should be making only $4 an hour."

Valerie Ervin, assistant director of women's affairs for the UFCW said she had been told by several women of working on the processing line and being asked for sexual favors. "A touch here, a pat there" may get a woman a raise or special time off, she said.

One former Raeford supervisor has confirmed that sexual harassment occurs at the plant, the union said.

Chavez fast ups grape boycott ante

UFW leader presses for ban on hazardous pesticides

Delano, Calif.—The water-only fast of Farm Workers President Cesar Chavez to point up labor's boycott of California table grapes and press for a ban on five toxic agricultural chemicals entered its second month.

Chavez began the fast on July 17 as a personal commitment in the struggle to outlaw chemicals that have caused numerous deaths and sickness to farm workers and their families.

His concerns focus on agricultural communities throughout California's San Joaquin Valley: In McFarland, 15 children have been diagnosed with cancer and six have died; in Delano, 18 children have cancer; in Shafter, eight, and in Lamont, seven. The California Children Services reported that there have been 276 childhood cancer cases in the past 10 years in Kern County and 154 in Bakersfield.

In a telephone conversation and telegram to Chavez, AFL-CIO President Lane Kirkland pledged that the federation "will do all that is possible" to help the UFW bring "justice and dignity to this nation's agricultural workers." He expressed organized labor's "strong support for you and all the members of the UFW in your struggle to focus public attention on the suffering inflicted on farm workers and their families by toxic chemicals and pesticides used indiscriminately in the fields."

Federation Sec.-Treas. Thomas R. Donahue called Chavez to discuss ways to convince the growers to eliminate the dangerous chemicals.

AFSCME President Gerald W. McEntee, a federation vice president, and California AFL-CIO Executive Sec.-Treas. John F. Henning visited Chavez on Aug. 11 and attended mass with him.

Faces of exploitation

McEntee said after the meeting, "Exploitation of farm workers, both migrant and domestic, is an ugly part of American history. We know that Cesar Chavez's fight to protect consumers from deadly chemicals is just part of his dedication to human rights and worker rights." Henning said that Chavez's fast has "upped the ante for the growers to take action."

The fast has also gained public notice through the visits of Screen Actors including Martin Sheen and Robert Blake, and former Democratic presidential candidate Jesse Jackson, who pledged to begin a three-day fast to be followed by similar fasts by Sheen, Blake and others, creating a "chain of suffering."

The table grape boycott which began in 1984 was endorsed by the AFL-CIO in February 1985. A resolution adopted at the federation's convention that year pledged to continue the boycott until "the growers recognize the right of farm workers to have fair and free elections, and negotiate in good faith, and voluntarily ban five of the most deadly pesticides out of 27 used on grapes."

Chavez told delegates about how UFW members have been killed while voting for union representation and how farm workers like Juan Chavolla died after entering fields sprayed with organic phosphates.

The UFW has been calling for a ban on the chemicals—Captan, dinoseb, methyl bromide, parathion and phosdrin—for more than three years—charging that they are not only killing farm workers, but also pose a threat to consumers.

Last February, 15 national consumer, environmental and public health groups endorsed the boycott and backed the ban.

Many cases of pesticide poinsoning are not reported because the symptoms from mild exposures are similar to symptoms of other illnesses, the union noted.

Captan, a fungicide, is being reviewed by the Environmental Protection Agency as a suspected carcinogen; dinoseb, a herbicide was temporarily banned by EPA after it was found to cause birth defects, but is now allowed until growers can find a substitute; methyl bromide, a fumigant, is responsible for more worker deaths than any other pesticide used on grapes, according to the union; parathion, an insecticide, is an extremely toxic chemical that can be absorbed through the skin and that does leave a residue those poses a hazard to crop harvesters; and phosdrin, an insecticide, is an organophosphate which is more toxic than dinoseb and poses a residue problem on food.

In initiating his fast, Chavez cited the "terrible suffering of Farm Workers and their children, the crushing of UFW rights, the denial of fair and free elections and the death of good faith bargaining in California agriculture" as the impetus for his fast. The solution "to this deadly crisis will not be found in the arrogance of the powerful, but in the solidarity with the weak and helpless," he said.

AFSCME President McEntee and California AFL-CIO's John Henning, left, pledge full support of table grape boycott after meeting with Chavez.

Shipbuilders vote new contract at Bath Iron Works

Bath, Me.—The Marine & Shipbuilding Workers ratified a new three-year contract at Bath Iron Works that raises pay 2.5 percent a year for more than 6,000 workers and phases out a two-tier system imposed on workers three years ago.

The contract, ratified by a 4-to-1 margin, will raise the top hourly rate from $11.47 to $12.35 over the term. The six pay rates under the old agreement were replaced by 14 with the bottom of the scale increasing from $6 to $7 an hour, Shipbuilders Local 6 President Ainsley McPhee said.

The shipbuilders accepted this contract after having voted down a lesser offer in April.

The new accord retains 100-percent employer paid health insurance and eliminates deductibles.

The earlier proposal would have required co-payments. Major medical lifetime coverage was doubled to $500,000 and the life insurance benefit was increased from $15,000 to $17,000.

Two-tier dropped

The two-tier pay system will be phased out by adding $1 a year to the pay levels of new hires. The rate was raised immediately upon ratification. Under the two-tier system, which was imposed on the local along with pay freeze in 1985 following a three-month strike, new hires were brought in at $3 below the maximum rate and received raises of $1 a year.

A 401(k) plan was established with the employer contributing 20 cents for every dollar of employee savings. A bonus of $100 for every six months of perfect attendance was improved to $100 for every two months.

The agreement also provided for two extra vacation days for workers with 25 or more years of service.

Two smaller bargaining units at the Iron Works—Marine & Shipbuilding Workers Local 7, representing clerical and technical employees, and the unaffiliated Bath Marine Draftsmen Association—incorporated superior portions of the Local 6 contract into agreements they reached earlier with the shipbuilder.

AFL-CIO news

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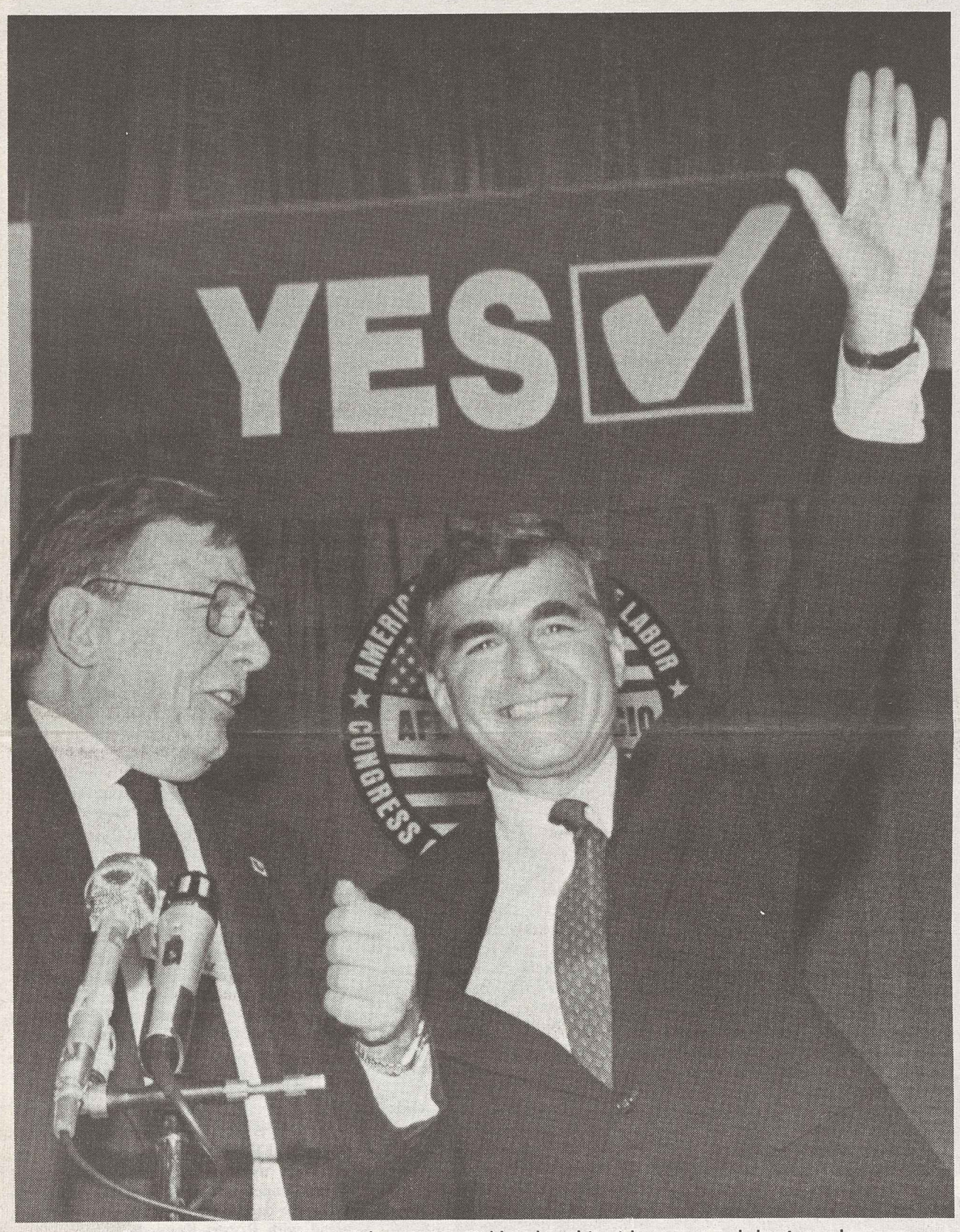
UNION YES

Workers choose Dukakis



Michael Dukakis, with AFL-CIO President Lane Kirkland at his side, accepts labor's endorsement.

Endorsement rallies all-out support for Democratic ticket

By David L. Perlman

America's trade union federation rates the Democratic presidential ticket of Michael Dukakis and Lloyd Bentsen best for workers and the nation.

Labor's endorsement came on a rollcall ballot at the AFL-CIO's General Board meeting—in effect a mini-convention where all affiliated unions vote their membership strength.

Affiliates representing 12,032,815 union members voted for endorsement of the Dukakis-Bentsen ticket, the clear choice of their membership as measured in opinion polls, straw votes and convention actions.

Not a single union supported the George Bush-Dan Quayle Republican ticket, and no union voted against an AFL-CIO endorsement.

Unions with a voting strength of 535,863 abstained—in most cases with an explanation that membership polling or internal endorsement procedures had not been completed.

When Dukakis entered the hall—to cheers, shouted encouragement and a standing ovation by the delegates—Federation President Lane Kirkland told him what labor's endorsement signifies.

Shared concerns

It means "you are the candidate who understands the values, the needs and the concerns for the future shared by working Americans and their families," Kirkland said.

Labor's endorsement comes with "our commitment to work with you in every state," he pledged.

"No one tells union members how to vote. Our members make up their own minds," Kirkland stressed.

But "we do work to make sure that our members and their families register and exercise the right to vote. We do work to see to it that before they go to the polls our members and their families are fully informed on the issues, that they understand the differences between the candidates, and why you and Sen. Bentsen have earned the federation's endorsement."

A jubilant Dukakis brought the delegates to their feet with a call for "a new economic patriotism" that includes helping basic industries retool, investing in American jobs and using the powers that the trade reform law just passed by Congress gives to the President.

Continued on Page 8

More Americans say yes to unions

Gallup poll reports continuing rise in approval rating

Public regard for labor unions is on the upswing, the Gallup Organization told the Executive Council in releasing a new poll that shows 61 percent of Americans approve of unions and only 25 percent disapprove.

Gallup, which has conducted polls on public attitudes toward unions since 1936, reported that labor's approval rating has climbed 6 percentage points and its disapproval rating dropped 10 points since 1981.

The 1988 poll is the result of in-depth interviews with 1,028 adults conducted in their homes between June 1 and 20.

The 55-percent approval rating tallied in 1979 and 1981 were the lowest for the American labor movement since the surveys were initiated, Gallup's Jim Hennessey told the council. But in the last several years, Gallup has spotted a marked improvement, he noted. Disapproval of unions was the highest in 1981 at 35 percent, but that negative factor dropped to 27 percent in 1985.

In each poll, the question asked was: "Do you approve or disapprove of labor unions?" The previous poll in 1986 showed 59 percent approved, 30 percent disapproved and 11 percent had no opinion.

This year's poll showed a two-point gain in the approval rating to 61 percent and a five-point decline in disapproval to 25 percent. Of those polled, 14 percent had no opinion.

Union households gave a strong 89 percent endorsement. But even nonunion households gave labor good grades: 57 percent approved while only 29 percent disapproved.

AFL-CIO President Lane Kirkland told reporters that a particularly encouraging aspect of the Gallup poll was the favorable rating for unions coming from younger workers. In the 18-24 age group, 67 percent approved and just 17 percent disapproved. In the 25-34 age percent bracket, it was 62 percent approval to 22 percent disapproval.

Continued on Page 8

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8/27/88

Council turns spotlight on worker issues

Concern voiced at job injuries in U.S. and repression abroad

By John R. Oravec

The immediate focus of the AFL-CIO Executive Council's summer meeting was on the 1988 election campaigns and the role of union members in electing a new President and Congress.

But the council also raised new concerns over the unabated toll of job injury victims at America's worksites and the widening threat to worker rights overseas—particularly in Poland and countries in southern Africa.

To call attention to the tragedy that every year many thousands of workers are killed and millions more injured or made seriously ill by occupational hazards, the council voted to establish a national Workers' Memorial Day.

The first observance will be next Apr. 28—the 18th anniversary of the federal Occupational Safety & Health Act.

While some catastrophes draw media coverage that focuses public attention briefly on the dangerous conditions of workplaces, "the daily toll of work-related injuries, illness and fatalities is often known only to the families, friends and fellow workers of the victims," the council pointed out.

Needless carnage

Under AFL-CIO sponsorship, the workers' memorial day will help bring to light "the full scope of workplace injury and disease and to assist the labor movement's efforts to prevent this needless loss of life, limb and health," the council stressed.

It called on affiliates to encourage their locals to work with state and local federations in planning the events.

Citing the new wave of strikes in Poland for decent wages and recognition of their outlawed unions, the council called on the Polish government to "heed the demands of Poland's workers: legalize Solidarnosc and negotiate with its leaders."

The Jaruzelski regime has sought to break the strikes by sealing off coal mines, shipyards and factories with paramilitary police.

"The roots of the current strike wave are more than a matter of simple economics," the council observed. "Polish workers understand that freedom and economic progress are indissolubly linked. That's why they want the legalization of their union. That's why they are lending their voices to Solidarnosc's prudent program of economic reform based on a mixed economy of state, private and cooperative ownership."

Support pledged

The council pledged that the federation would do all it can to aid the underground Polish trade union movement.

Federation President Lane Kirkland told reporters at a news conference that the AFL-CIO has charged Poland with worker rights violations under U.S. trade law as well as conventions of the International Labor Organization. Kirkland said he had attempted to get a visitor's visa to Poland three times, and all requests had been rejected.

The council renewed its call for total elimination of apartheid in South Africa and commended the House for passing legislation to impose stiff economic sanction on the racist Botha regime. It also pressed for the release of Nelson Mandela, who has been imprisoned more than 25 years for seeking equal rights for all races.

The council statement acknowledged recent progress and negotiations to end bloody conflicts in Angola and Namibia. It voiced support for guidelines on the withdrawal of foreign troops agreed to by Angola, Cuba and South Africa, as well as expressing solidarity with Namibia's free trade unions.

"The repressive tactics of the anti-democratic Angolan regime have systematically led to the destruction of free trade unions and the violation of fundamental human rights," the council said. It expressed hope that the emerging peace process "will lead to further negotiations aimed at free and open elections and the establishment of a democratic order.

An end to South Africa's illegal and brutal occupation of Namibia would be a significant step toward regional stability and political freedom, the council said.

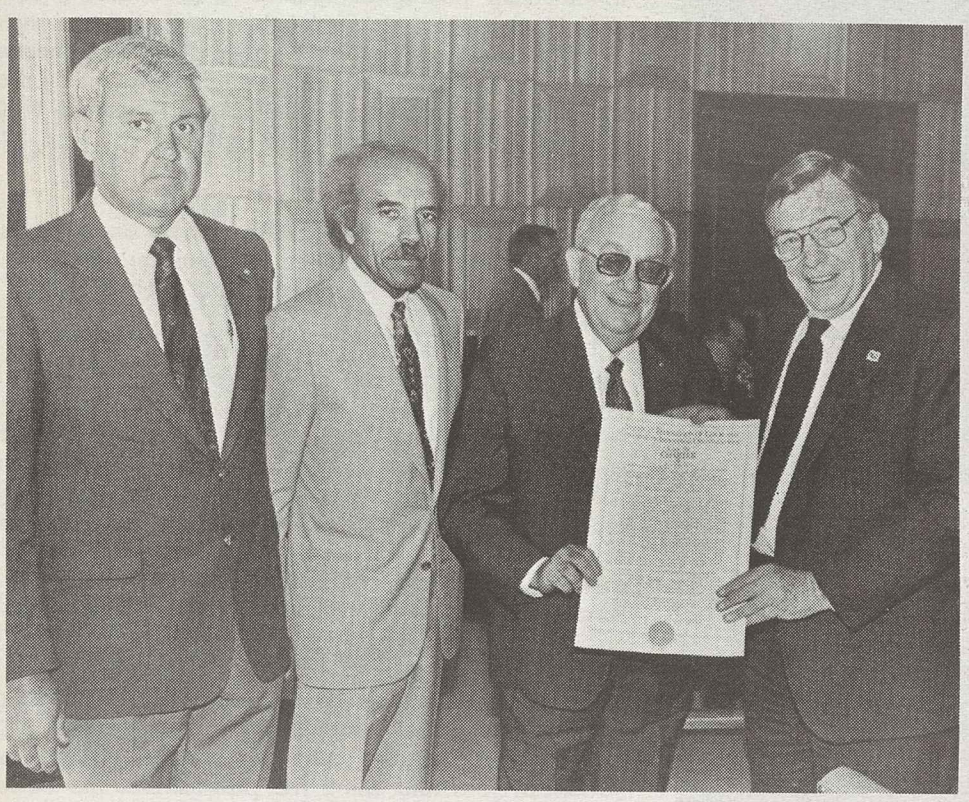
The council paid tribute to two of its members who died earlier this year, Seafarers President Frank Drozak and Teamsters President Jackie Presser. It also designated Stefan Nedzynski the winner of the 1988 George Meany Human Rights Award. Nedzynki has been the general secretary of the PTTI international trade secretariat since 1965.

Council reports

Council members heard a number of reports from committee chairmen and AFL-CIO department directors covering a wide range of topics, including pension reversions and investments, retired workers, evolution of work, labor's legislative agenda in Congress, organizing, the Cuomo Commission findings, international affairs and monitoring of the coming Chilean elections by U.S. union officials, Union Privilege Benefits and political action and voter registration efforts.

Sec.-Treas. Thomas R. Donahue briefed the council on developments in discussions with Mexican union representatives over the problems of maquilador twin-plant operations.

Kirkland appointed President Richard I. Kilroy of the Transportation Communications Union as chairman of the council's new Transportation Committee. The Executive Council will reconvene in Bal Harbour, Fla., next Feb. 20-24.



AFL-CIO President Kirkland presents charter to, from left, ILWU Vice President Randy Vekich, Sec.-Treas. Curtis McClain and President Jim Herman.

ILWU receives charter

The Longshoremen's & Warehousemen's Union became the newest AFL-CIO affiliate when it received its charter during the federation's Executive Council meeting.

ILWU President Jim Herman told the council members that the union will be an active participant in federation activities and said the affiliation with the AFL-CIO is "a historic turning point for all of us."

ILWU members voted for affiliation by a 3-1 margin in a union-wide referendum last June. Earlier the ILWU convention had voted overwhelmingly for coming into the AFL-CIO and its executive board had given a unanimous endorsement.

The 55,000-member union, which is the AFL-CIO's 91st affiliate, represents workers on the West Coast and in Hawaii in its longshore, warehouse, agriculture, general trades and tourism divisions.

The union was formed in 1937. Its first president was Harry Bridges.

Active union role prescribed for physicians

Changes in the nation's health care system have altered the working conditions of all health care personnel, including physicians, the Executive Council said. It noted that doctors face many of the same problems—including work and financial concerns and quality of care issues—that have caused other professional workers to organize unions to address.

The council encouraged physicians to join with professionals and other workers "as active participants" in the labor movement as a means to address those concerns. It said that physicians, like all other workers, have the right "to be compensated at a level that fairly reflects their contributions."

"The AFL-CIO also supports the right of physicians to be included as full partners in the design and implementation of changes affecting health care programs in order to maintain the quality of health care and to protect their rights as professional workers," the statement said.

An effective way for physicians to maintain their professional leadership role "would be to organize in the same manner as professional workers in other fields," the council said.

Tribute to Chavez spurs call for end to pesticide hazard

The courageous 36-day "Fast for Life" of Farm Workers President Cesar Chavez drew attention to the "terrible price in lives and health that farm workers and their families pay because of exposure to the dangerous pesticides used in the fields," the Executive Council said.

Federation affiliates were urged to "use every means possible to support this struggle for dignity, the health and lives of this nation's farm workers and their children," and to "encourage their members to continue to support the Farm Workers boycott of California table grapes." The AFL-CIO sanctioned the boycott in February 1985.

Chavez was commended by the council for "his selfless dedication to the cause of dignity for the nation's farm workers . . . We welcome the news that he has ended his fast in the knowledge that through his life, the Farm Workers will continue to benefit from his leadership."

He fasted from July 17 to Aug. 21 to gain support for the UFW's call for a ban on five of the mostly deadly pesticides used on table grapes—captan, dinoseb, methyl bromide, parathion and phosdrin.

Millions of pounds of toxic chemicals are used every year in the production of agricultural products, the council pointed out. These pesticides "have caused death, illness and deformities among farm workers and their children. They poison water supplies in agricultural communities, and they threaten the health of consumers exposed to toxic residues on food.

The use of these pesticides on table grapes is "particularly hazardous" and causes the majority of pesticide poisonings in California, the council said.

AFSCME President Gerald W. McEntee, Service Employees President John J. Sweeney, California AFL-CIO Executive Sec.-Treas. John F. Henning and Kenneth Young, executive assistant to Federation President Lane Kirkland, attended a Mass where Chavez broke his water-only fast. They addressed the crowd of more than 7,000 farm workers and supporters who celebrated the end of Chavez's fast.

Breaking bread

The UFW leader broke the fast by accepting a piece of semita bread from Ethel Kennedy, widow of Robert F. Kennedy. He had ended a 1968 fast by sharing bread with Robert Kennedy.

Chavez told his supporters, "I pass on the fast for life to hundreds of concerned men and women throughout North America and the world who have offered to share the suffering." The Rev. Jesse Jackson then began the "chain of fasting" to be passed on to others.

Two firms added to labor's boycott list

The Executive Council has placed International Paper Co. and Soho Manufacturing Co. of New York on the AFL-CIO national boycott list and urged union members not to buy products made by these two companies.

More than 3,500 members of the Paperworkers have been locked out or forced to strike by International Paper at paper mills in Mobile, Ala., Jay, Me., Lock Haven, Pa., and De Pere, Wis. After locking out workers in Mobile in March 1987 and forcing other units to strike three months later, IP hired strike-breakers whom it has billed as "permanent replacements."

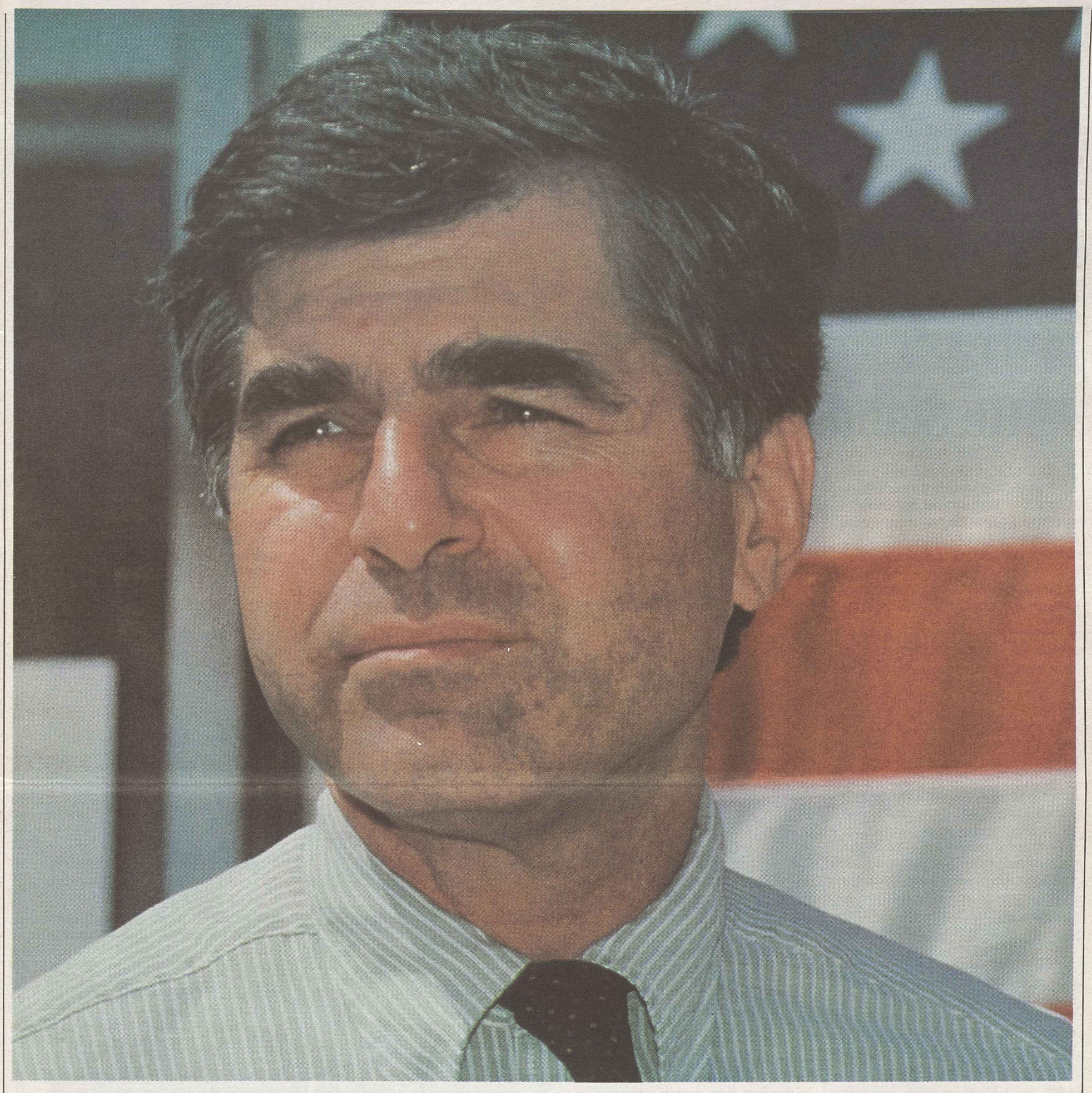
After decades of peaceful labor relations, IP demanded contract concessions that would have abolished large numbers of jobs and imposed massive wage and benefit cuts.

IP insisted on this course, the council stressed, despite soaring profits—$407 million in 1987. IP writing and printing papers and other products are produced by International and Hammermill.

Soho, one of the nation's largest makers of women's blouses, is "a jobber that contracts out its manufacturing to small shops where the Ladies' Garment Workers has uncovered illegal and inhumane conditions," the council said. The ILGWU has been rebuffed in its efforts to bargain a jobbers agreement that assures Soho would send work only to union-contracting shops.

The union has charged that hundreds of workers in Soho contracting shops, most of whom are immigrant women, often face sweatshop conditions with no benefits, the council said.

The ILGWU, in requesting the boycott action, is asking consumers not to buy blouses carrying the manufacturer's registration number—RN59206.



It's Time to Say YES ☑

DUKAKIS

FOR PRESIDENT

PHOTO © Richard Sobol

WHY DUKAKIS?

The AFL-CIO's endorsement of Michael Dukakis for President is based on his strong pro-worker, pro-family positions on issues important to American workers and on the effective and compassionate record he has established during his years as Governor of Massachusetts.

The views of Michael Dukakis stress concern for working families. The views of his opponent, Vice President George Bush, reflect the administration he has served for eight years – an administration that has been characterized by its relentless attack on workers' rights.

On all of the major issues in this critically important election, Mike Dukakis stands shoulder to shoulder with workers and their unions. This alliance with American workers stands in sharp contrast to the decidedly anti-worker positions that George Bush has championed during his service to Ronald Reagan.

The gulf between the candidates on the important issues shows why, for working people, the choice on November 8 is clear. For American workers, the choice is Dukakis for President!

He Stands With Workers on the Key Issues

Mike Dukakis has said repeatedly that "our future is our workforce." He knows and appreciates what the labor movement has meant for working Americans.

Mike Dukakis has a plan for America's future and a partnership with American workers is the cornerstone of that plan.

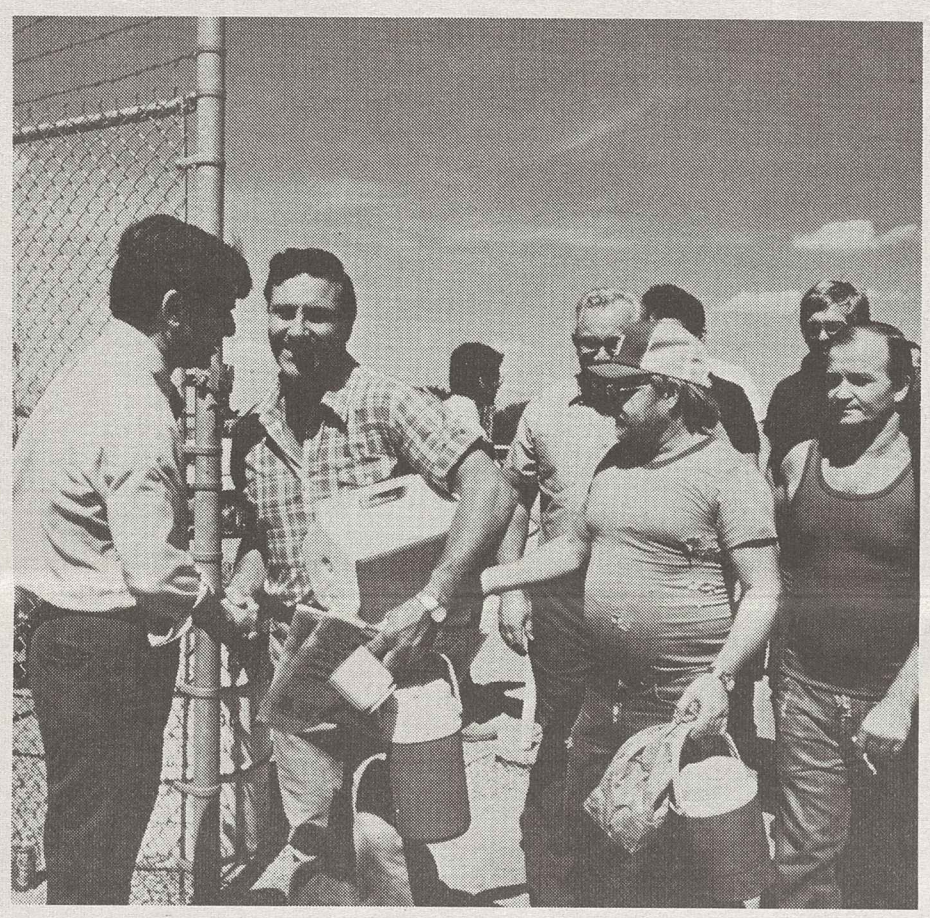
★ **SECURE JOBS** will be the first priority of a Dukakis Administration. That means good jobs at good wages for every American.

★ **FAIR TRADE AND PLANT CLOSING NOTIFICATION** remain live issues in this campaign. Before legislation was finally passed by such overwhelming margins that forestalled a presidential veto, the current Administration had prevented action on these issues for years.

During the period 1981-1988, millions of America's best-paying industrial jobs were wiped out by unfair trade practices of other nations. In the same period, additional millions of workers were devastated by plant closing and layoffs.

Mike Dukakis was a strong advocate of fairness for workers through plant closing notification. And Mike Dukakis knows when actions of other nations take advantage of American workers.

★ **CONTINUED HEALTH COVERAGE** for laid-off workers, paid by their employers, and health insurance for all workers. Governor Dukakis recently won approval of a landmark law in Massachusetts which provides basic health insurance for every resident who is not otherwise protected. Thanks to the foresight and commitment of Mike Dukakis, Massachusetts is the first state to take this important step.



★ **GREATER INVESTMENT** in badly-needed construction and repair of roads and bridges, rail and airport facilities, mass transit and other projects that serve public safety, welfare and convenience – and that would create hundreds of thousands of construction and manufacturing jobs.

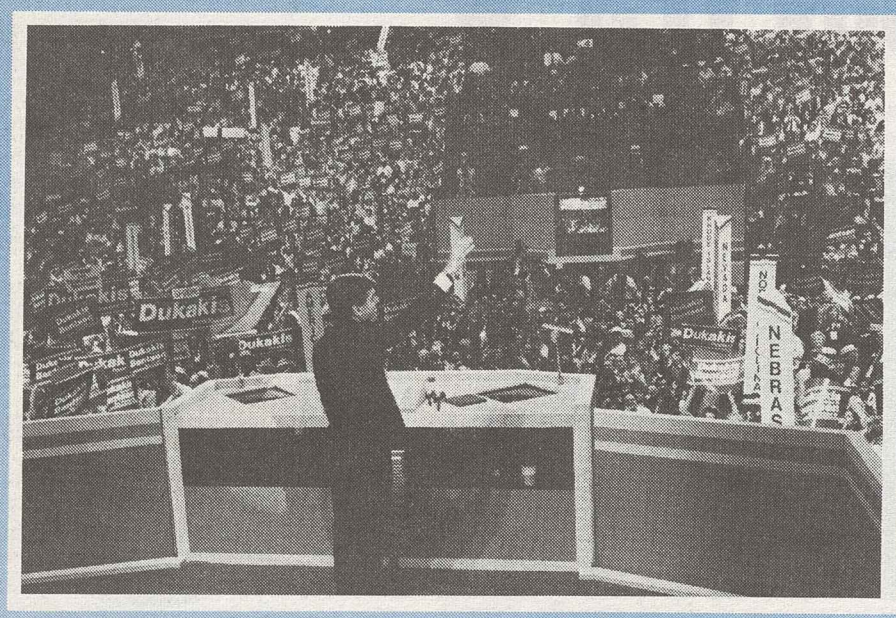
★ **RENEWED COMMITMENT** to education aid and restored funding to help provide U.S. children the best possible schooling – including a federal "Teacher Excellence Fund" – and additional low-interest loans to help children of workers attend college.

★ **WORKER PROTECTIONS** including safeguards to protect workers' rights to join a union; full political rights for government employees; prevailing wage rights for building/construction workers.

★ **STRONGER JOB SAFETY/HEALTH** law including "right to know" about dangerous substances at the job site, more effective enforcement of the law, and swift, stern punishment of violators.

★ **EXTENSIVE LOW-COST HOUSING** construction and rehabilitation to bring decent apartments for rent and homes for purchase within financial reach of low to middle income families.

★ **FAMILY NEEDS PACKAGE** including affordable, quality child care for families with single parents and for families in which both parents work and adequate leave to meet parental responsibilities; similar leave to help during serious in-family illness.



An American Success Story

Michael Stanley Dukakis is the son of Greek immigrants and was born 53 years ago in Brookline, Massachusetts, where he still resides today.

A product of Brookline public schools, he was a three sport athlete in high school. He ran in the Boston Marathon in 1951, finishing 57th. Mike Dukakis worked construction to help pay for college, graduating with honors from Swarthmore College and the Harvard Law School. He served his country in Korea with the U.S. Army.

A former state legislator, he's now in his third term as Governor of Massachusetts, winning 69 percent of the vote in 1986. In more than 25 years of public life, his integrity has never been questioned. Last year, when *Newsweek* asked America's governors to name the most effective governor in the country, they selected Mike Dukakis.

Mike Dukakis is married to Katherine "Kitty" Dickson and they have three children.

The Bush Record Says No To Workers

George Bush earned the Republican presidential nomination by what a Congressional Quarterly profile termed "tireless cheerleading for his boss."

As CQ put it, "The man who once called Ronald Reagan's program 'voo-doo economics' became the chief drumbeater for Reagan's Administration."

Actually, Bush had lined up with the big business, anti-worker wing of his party when Ronald Reagan was still host of the television version of Death Valley Days.

Bush made his first bid for public office as the Republican candidate for the U.S. Senate in Texas in 1964. He ran as a "100 percent supporter" of Barry Goldwater, the GOP presidential candidate and symbol of the right-wing of the Republican party. But Goldwater's political coattails weren't very long in Lyndon Johnson's state and Bush was trounced by Democrat Ralph Yarborough.

Six years later, he again tried for the Senate and was again defeated, this time by Lloyd Bentsen.

"The man who once called Ronald Reagan's program 'voo-doo economics' became the chief drumbeater..."

In between, Bush served two terms in the House of Representatives, representing an affluent district in suburban Houston.

COPE's voting record for the 90th and 91st Congress shows Bush with an almost unbroken series of "wrong" votes on issues important to workers and their unions.

He voted wrong on 21 of 22 key votes during his two terms in the House.

President Nixon had encouraged Bush to give up his House seat and run for the Senate. When he lost, Nixon gave Bush a consolation prize as Ambassador to the United Nations and then picked him to head the Republican National Committee.

As vice president under Reagan, Bush had the constitutional right to vote to break a tie in the Senate, a rare occasion. But it was his tie-breaking vote that put Daniel A. Manion, the right-wing ideologue, on the U.S. Court of Appeals.

On the domestic front, Bush's chief assignment has been to advance the Reagan Administration's anti-worker commitment to deregulation as head of an administration task force.

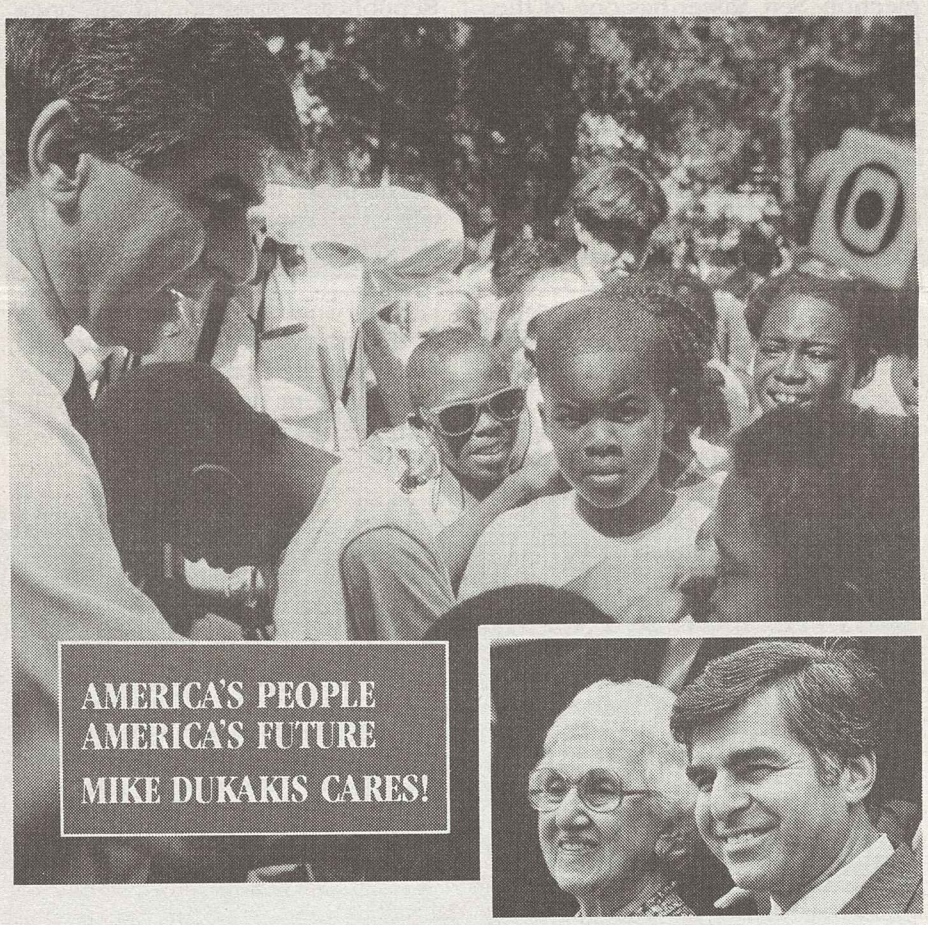
Sometimes that can be a life-or-death matter for America's workers, as when the deregulation philosophy is imposed on the Occupational Safety & Health Administration.

Bush's role surfaced at Senate hearings last April, when OSHA officials testified to the pressure exerted on them by the Office of Management & Budget to put cost-effectiveness to business ahead of worker health and safety. The hearings uncovered a Labor Department policy directive to OSHA relaying Bush's "personal interest and concern" that OMB policies be carried out.

Bush was "chief cheerleader" for an administration whose first choice as chairman of the National Labor Relations Board was a professional union-buster – a management consultant who advised employers how to defeat union organizing campaigns. When even the Republican-controlled Senate refused to confirm the interim appointment, the next choice was another management advocate, who hired as the NLRB's solicitor a former staff attorney for the anti-union National Right to Work Legal Foundation.

Bush owes his reputation as a "moderate" to the fact that he ran against Reagan for the Republican presidential nomination in 1980.

He owes his 1988 nomination as the GOP presidential candidate to the fact that he has convinced the party that he is no such thing.



Bentsen-Quayle

VP Race Is No Contest

The matchup between the vice presidential candidates is no contest. Democrat Lloyd Bentsen and Republican Dan Quayle both serve in the Senate, but there the similarity ends.

Bentsen, the chairman of the Senate Finance Committee, was the principal architect of the trade reform law and a strategist in steering the plant closing notification bill to enactment at a time when it seemed doomed. He is an influential senator.

In terms of labor's concerns, the voting records of the two senators in this Congress have been exact opposites.

Last year, on COPE's list of 10 key votes, Bentsen's score was 8 right in terms of labor's position and 2 wrong.

On the identical votes, Quayle's record was 2 right, 8 wrong.

Quayle threatened a filibuster against the original plant closing notification bill and offered the amendment – which was defeated – to eliminate a modified plant closing notification provision from the trade bill.

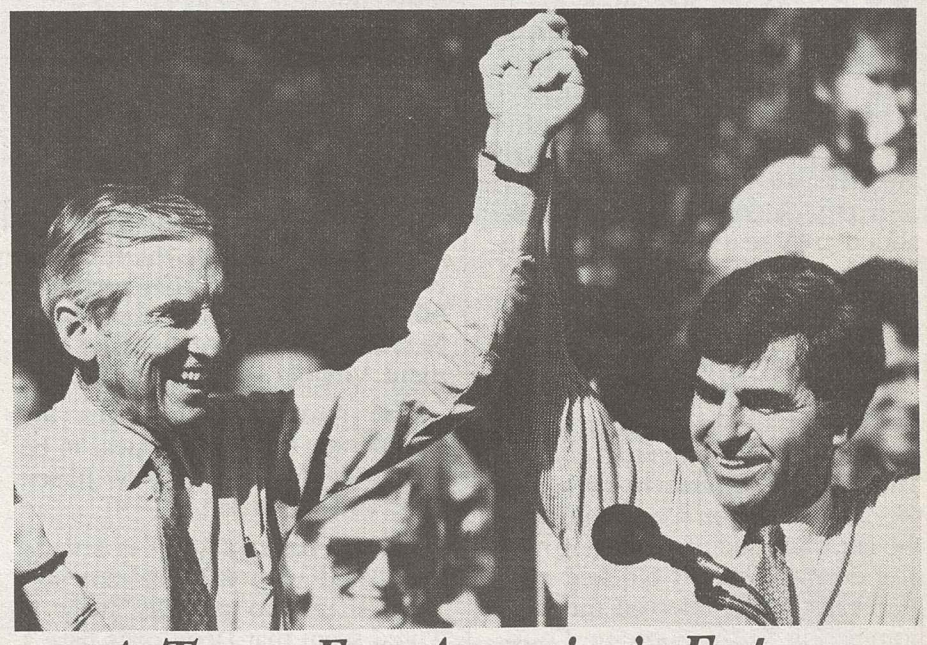
Bentsen helped shape the strategy that compelled President Reagan to let plant closing notification become law; Quayle sought to substitute a meaningless "voluntary notification" bill.

Last March, Bentsen voted to override President Reagan's veto of the Civil Rights Restoration Act. Quayle backed the veto.

In June, Bentsen was one of 68 senators voting to restrict employer use of lie detector devices to interrogate workers. Quayle was one of 24 senators who opposed the bill.

It's Time to Say YES ✓

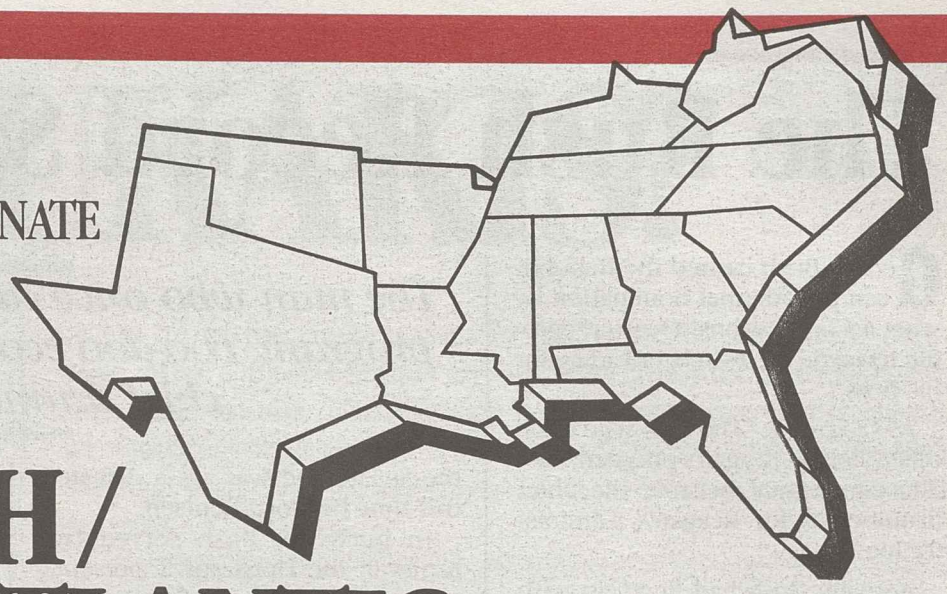
DUKAKIS BENTSEN



A Team For America's Future

AMERICAN FEDERATION OF LABOR
CONGRESS OF INDUSTRIAL ORGANIZATIONS
AFL CIO

THE RACE
FOR THE U.S. SENATE



THE SOUTH/ MID-ATLANTIC

It's Time to Say YES ✓

SEN. PAUL SARBANES
Maryland

REP. WAYNE DOWDY
Mississippi

SEN. JIM SASSER
Tennessee

SEN. LLOYD BENTSEN
Texas

CHARLES ROBB
Virginia

SEN. ROBERT BYRD
West Virginia

Senate Races Scheduled in 8 Southern/Mid-Atlantic States

Eight states in the Southern and Mid-Atlantic region will have elections for the U.S. Senate on the Nov. 8 ballots. In those eight contests, six seats are currently held by Democrats and two by Republicans.

One of the closest and most important races is in Mississippi where there is an "open seat" resulting from long-time Sen. John Stennis' (D) retirement. The race to replace Stennis is between Democratic Rep. Wayne Dowdy and Republican Rep. Trent Lott.

The respective records of Dowdy and Lott on issues important to workers could not be more different. During his time in the House of Representatives, Wayne Dowdy has voted "right" 79 percent of the time according to the AFL-CIO. In sharp contrast, Trent Lott has voted "wrong" a staggering 85 percent of the time.

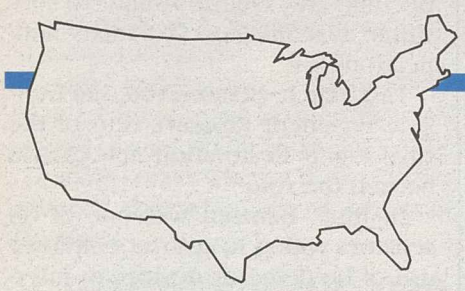
In two bordering states, Maryland and West Virginia, two long-time Democratic allies of organized labor are seeking re-election. Maryland Sen. Paul Sarbanes and West Virginia Sen. Robert Byrd are heavy favorites in their campaigns and both enjoy strong support from trade unionists in their respective states.

The same situation exists in Tennessee where another labor ally – Democratic Sen. Jim Sasser – is a strong favorite in his bid for re-election. Sen. Sasser has one of the best voting records of any Southern Senator on important worker issues.

In Texas, Democrat Sen. Lloyd Bentsen's name will remain on the ballot for the Senate, as required by state law, in addition to being at the top of the ticket as part of the Dukakis-Bentsen team. Sen. Bentsen has the backing of the labor movement and was considered a strong favorite for re-election even before he was chosen as the Democratic vice presidential nominee.

In Virginia, popular former Democratic Gov. Charles Robb is in position to take a seat away from the Republicans. Robb faces modest Republican opposition in this open seat race to replace incumbent Sen. Paul Tribble (R) who chose not to seek re-election so he could make a run for the Republican nomination for Governor in 1989.

The other open seat is in Florida where a crowded Sept. 6 primary will determine nominees for the general election battle to succeed Sen. Lawton Chiles (D) who is retiring. In Delaware, a Sept. 10 primary will determine the Democratic challenger to incumbent Republican Sen. William V. Roth, Jr.



NATIONALLY— Opportunity For Democrats

While the presidential race represents the star attraction of this election year, the 33 Senate seats that are up for grabs, when taken collectively, merit equal billing.

Presently, the Democrats control the Senate by a tenuous 54-46 margin. This was built on the strength of a two-election roll. Democrats added two seats in 1984 despite President Reagan's re-election landslide and followed that up with a net gain of eight seats in 1986 to regain Senate control.

The past two years have borne witness to the legislative progress that is implicit in Democratic control. The Senate was able to overcome the administration's veto and pass the fair trade and plant closing notification proposals. It blocked polygraph testing. It rejected the Bork nomination to the Supreme Court. And it overrode the President's veto of the Civil Right Restoration Act.

Of the 33 Senate races being contested this year, Democrats presently control 18, Republicans 15. However, Republicans have more seats to defend that are considered "marginal."

Nationally, there would appear to be eight touch-and-go situations for the Republicans. The states where Republicans will have the toughest time defending seats they presently hold are California, Minnesota, Nebraska, Nevada, Rhode Island, Vermont, Virginia and Washington.

The strongest challenges for Democratic-held seats appear to be in Florida, Mississippi, New Jersey, Ohio and Wisconsin.

On the basis of what is known today, and with election day still more than two months away, it would seem that Democrats have a golden opportunity to add to their Senate numbers.

SENATE RACES IN THE SOUTH/MID-ATLANTIC

STATE	CANDIDATES	PARTY
DELAWARE[1]	Sen. William V. Roth, Jr.*	R
	Samuel S. Beard	D
	Lt. Gov. S. B. Woo	D
FLORIDA[2]	Pat Frank	D
	Bill Gunter	D
	Claude Kirk	D
	Rep. Buddy MacKay	D
	Rep. Dan Mica	D
	Rep. Connie Mack	R
	Robert Merkle	R
MARYLAND	Sen. Paul Sarbanes*✓	D
	Alan Keyes	R
MISSISSIPPI[3]	Rep. Wayne Dowdy✓	D
	Rep. Trent Lott	R
TENNESSEE	Sen. Jim Sasser*✓	D
	Bill Anderson	R
TEXAS	Sen. Lloyd Bentsen*✓	D
	Rep. Beau Boulter	R
VIRGINIA[4]	Charles S. Robb✓	D
	Maurice A. Dawkins	R
WEST VIRGINIA	Sen. Robert C. Byrd*✓	D
	Jay Wolfe	R

* *Denotes Incumbent*
✓ *Denotes COPE Endorsement*
1 *Delaware has Sept. 10 primary*
2 *Open seat – Sen. Lawton Chiles (D) is not seeking re-election; Primary is Sept. 6*
3 *Open seat – Sen. John Stennis (D) is not seeking re-election.*
4 *Open seat – Sen. Paul Trible (R) is not seeking re-election.*

John Sturdivant elected AFGE's new president

Convention vote unanimous for Dukakis

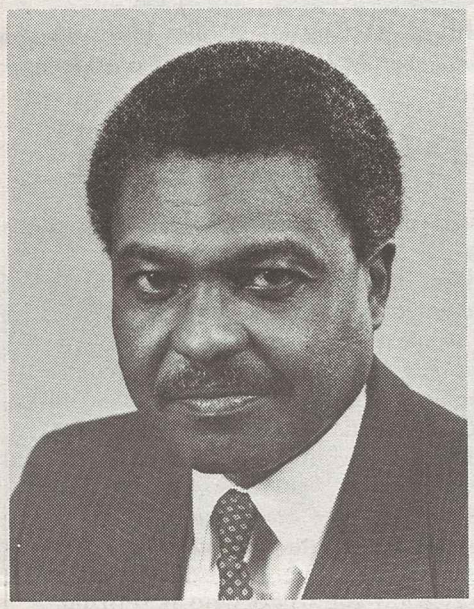
Miami Beach, Fla.—John N. Sturdivant was elected president of the Government Employees, edging incumbent Kenneth T. Blaylock by 83,496 to 79,068 in a runoff election.

Sturdivant, 50, has been executive vice president since 1982. Blaylock, 53, has headed the AFGE since 1976. He led Sturdivant narrowly in the first ballot, when three other candidates were eliminated.

Earlier, the 1,200 AFGE delegates put aside their own election battles to vote a unanimous endorsement of the Democratic presidential slate of Michael Dukakis and Lloyd Bentsen.

John Dukakis, the candidate's son, received a warm reception as he brought a message of strong support for collective bargaining in government and for lifting most Hatch Act restrictions on political activities of government workers.

The AFGE is the largest union of federal employees, and bargains for more than 700,000 workers. But its dues-paying membership has slipped in recent years. Although it has rebounded recently, the union has had to borrow money to cope with a deficit.



John N. Sturdivant

The convention approved a $1 increase in per capita payments to the AFGE—to $7.50 a month, effective in October. Setting aside differences, delegates responded to Blaylock's appeal, "You have got to finance our union," and by more than a 3-1 margin reversed an earlier vote that would have postponed the increase until January.

There were other changes in the union's top offices. Barbara B. Hutchinson, who as director of the Women's Dept., was one of the AFGE's four national officers, lost her bid for secretary-treasurer. Incumbent Allen H. Kaplan won election to a second term, 109,672-56,002.

Both Blaylock and Hutchinson are AFL-CIO vice presidents and members of the Executive Council.

In a contest to succeed Hutchinson as AFGE women's director, the winner in a runoff election was Joan Welsh, an enforcement officer with the Philadelphia office of the Equal Employment Opportunity Commission.

Changes in structure

As an economy move, delegates voted to eliminate the post of executive vice president, leaving the AFGE with three national officers. They also voted to hold conventions every three years instead of at two-year intervals.

Sturdivant is former president of AFGE Local 1754 at the Army's communications agency in Winchester, Va. He joined the AFGE staff in 1976 as assistant to the executive vice president, Joseph Gleason, and was elected to the post after Gleason's death in 1982.

While with AFGE, Sturdivant completed the Antioch University college degree program at the George Meany Center for Labor Studies.

Kirkland congratulates Teamsters President William J. McCarthy.

McCarthy named to council

The Executive Council elected Teamsters President William J. McCarthy as an AFL-CIO vice president. His predecessor was the late Jackie Presser who was elected to the council last November.

McCarthy, 69, was elected president of the Teamsters in July by the union's executive board.

The longtime president of IBT Local 25 in Boston, McCarthy was named to the IBT executive board in 1969 and was elected an international vice president in 1971.

He serves as chairman of the New England Teamsters Pension fund, a program he helped establish, and also serves as chairman of the Local 25 health and welfare fund.

McCarthy is a member of the Massachusetts advisory committee on labor-management relations instituted by Gov. Michael S. Dukakis.

Regional meetings to focus on labor's role in election

The first in a series of five AFL-CIO regional two-day conferences will open Sept. 9 in Atlanta. The other meetings will be in Houston, Chicago, New York and San Francisco.

The annual conferences provide an important two-way dialogue between federation leaders and local union members, and in this election year, a special focus on will be on providing election support for COPE-endorsed candidates. Each regional meeting covers a 10-state area and will begin on a Friday evening with a reception and an orientation program.

The Saturday schedules include workshops, starting at 8:30 a.m., and a rally. They will cover COPE and get-out-the-vote projects, labor's legislative agenda with an eye toward 1989 and a question and answer session with AFL-CIO officers and staff on federation programs and activities.

An afternoon political action program includes a showing of the new COPE videotape featuring Gov. Michael Dukakis, who discusses the election and encourages union members to vote and volunteer for political education activities through their local unions and central bodies. The video, titled "It's Time to Say Yes—Dukakis," can be purchased by local unions to show to their members.

The climax will be a rally where union members and their families can meet with COPE-endorsed candidates from the region.

Following the Atlanta conference will be ones in Houston on Sept. 23-24, Chicago on Sept. 30-Oct. 1, New York on Oct. 14-15, and San Francisco on Oct. 21-22.

Union members can obtain reservation forms from the AFL-CIO, or fill out the adjoining form or simply register at the conference starting at noon on Friday. Those needing hotel reservations can send the form directly to the hotel.

1988 AFL-CIO REGIONAL CONFERENCES—REGISTRATION FORMS

Fill in and mail forms below. Room rates are same for Single or Double

SEPTEMBER 9-10, ATLANTA
Alabama Florida Georgia Kentucky Maryland/DC North Carolina South Carolina Tennessee Virginia West Virginia
Hotel: Hyatt Regency in Peachtree Center, 265 Peachtree Street, N.E., Atlanta 30303; 1-800-228-9000; Telex 542485; Hotel Rate: $72

SEPTEMBER 23-24, HOUSTON
Arkansas Colorado Kansas Louisiana Mississippi Missouri New Mexico Oklahoma Texas Wyoming
Hotel: Hyatt Regency, 1200 Louisiana Street, Houston 77002; 1-800-228-9000; Telex 775791; Hotel Rate: $66

SEPTEMBER 30-OCTOBER 1, CHICAGO
Illinois Indiana Iowa Michigan Minnesota Nebraska North Dakota Ohio South Dakota Wisconsin
Hotel: Hyatt Regency O'Hare, 9300 W. Bryn Mawr, Rosemont, Ill. 60018; 1-800-228-9000; Telex 282503; Hotel Rate: $69

OCTOBER 14-15, NEW YORK CITY
Connecticut Delaware Maine Massachusetts New Hampshire New Jersey New York Pennsylvania
Puerto Rico/Virgin Islands Rhode Island Vermont
Hotel: Omni Park Central, 7th Avenue and 56th Street, New York 10019; 1-800-228-2121; Telex 424434; Hotel Rate: $95

OCTOBER 21-22, SAN FRANCISCO
Alaska Arizona California Hawaii Idaho Montana Nevada Oregon Utah Washington
Hotel: Fairmont Hotel, 950 Mason, San Francisco 94106; 1-800-527-4727; Telex 910-3726002 TWX; Hotel Rate: $90

Please Print **RETURN THIS PORTION TO AFL-CIO** Please Print

We will send _____ delegates to the 1988 Regional Conference in _____ (Location of Conference)

Name of Organization _____

Delegates Attending:

1. _____ Union Affiliation _____ (Including Local Number)
2. _____ Address _____ (Street)
3. _____ _____ (City, State and Zip)
4. _____ Telephone _____ (Area Code and Number)

Please indicate if you are an officer of an ☐ Int'l ☐ State Body ☐ Central Body ☐ Local Union ☐ Int'l Rep. ☐ Other

ADDITIONAL DELEGATES MAY REGISTER AT MEETING. CONFERENCE REGISTRATION IS FREE.

AGENDA: 1st Day: Reception 6 p.m. (Registration Opens 12 Noon) 2nd Day: Morning: Convene 8:30 a.m. Afternoon: Rally with Candidates

Please Print **1988 AFL-CIO REGIONAL CONFERENCE HOTEL REGISTRATION FORM** Please Print

COMPLETE THIS FORM AND MAIL DIRECTLY TO HOTEL TO HOLD YOUR RESERVATION. See list above for hotels. To guarantee room by credit card, fill in information and sign. Type of card _____

Card Number _____ Expiration Date _____ Signature _____

TO: Advance Reservation Office:

Please hold space for:

Name _____

Address _____

_____

Arrival Date _____

Departure Date _____

Please reserve: _____ single rooms @ $_____

_____ double rooms @ $_____

_____ handicapped room

NOTE: Hotel must receive this form three weeks before date of conference to hold reservation. If you have questions about hotels, call AFL-CIO Facilities Management Division, 1-202-637-5225.

AFL-CIO news

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Official Weekly Publication

of the

American Federation of Labor and Congress of Industrial Organizations

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Thomas R. Donahue, *Secretary-Treasurer*

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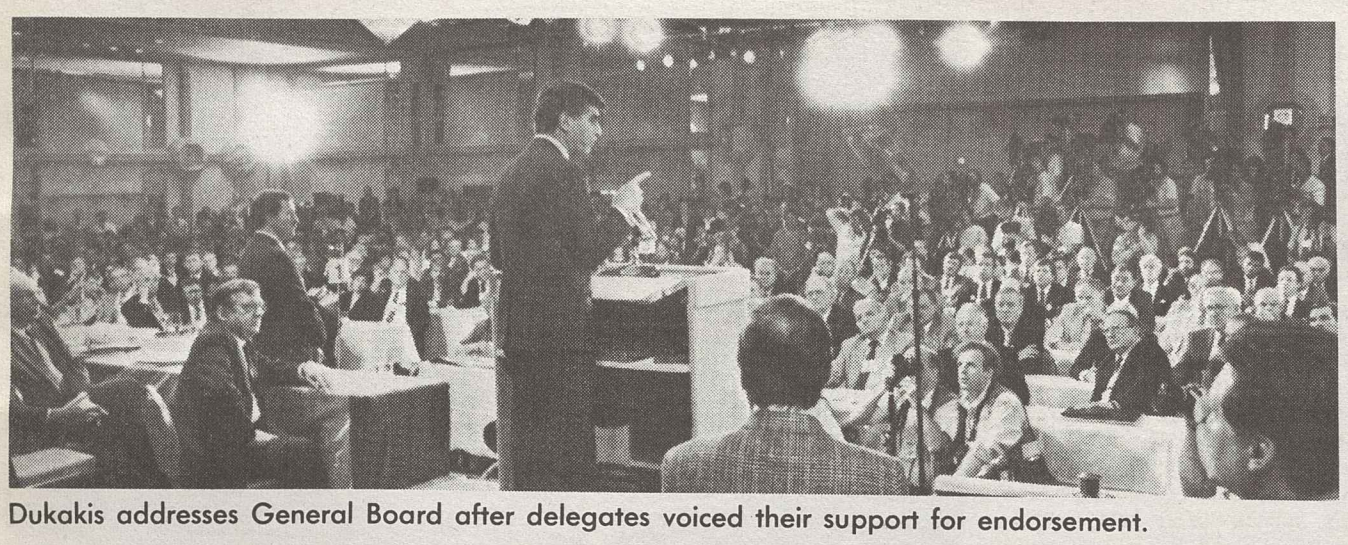
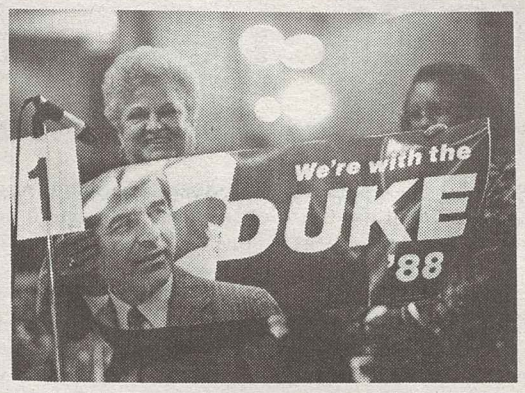
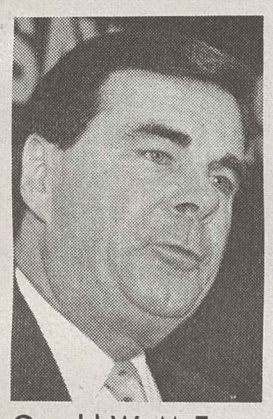


Dukakis addresses General Board after delegates voiced their support for endorsement.

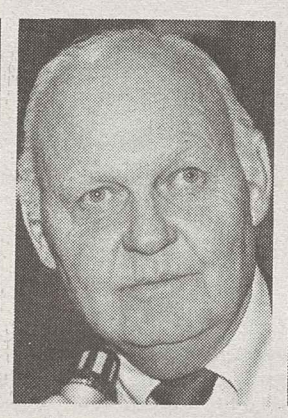


Helen Verhage, Somerset Co., N.J. AFL-CIO

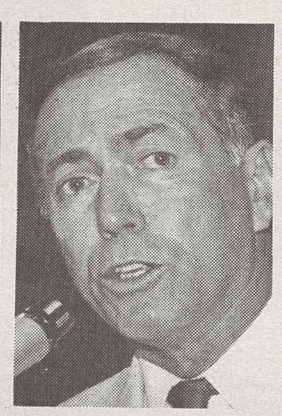


Gerald W. McEntee
AFSCME president

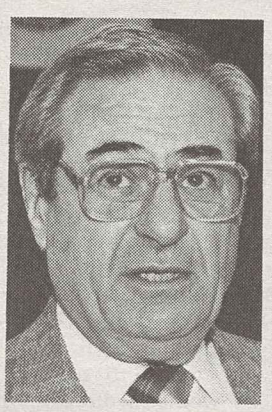
Lenore Miller
RWDSU president



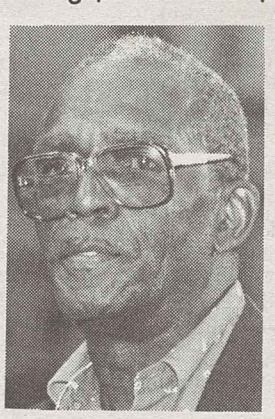
Harry Hubbard
Texas AFL-CIO



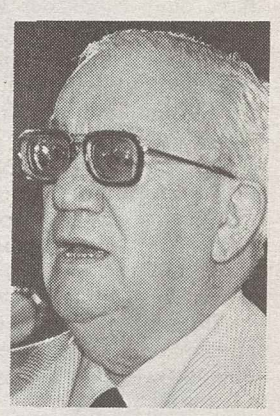
Arthur Osborn
Massaschusetts AFL-CIO



Morton Bahr
CWA president



John H. McCoy
ILA Local 1426



Jim Herman
ILWU president

Workers endorse Dukakis-Bentsen ticket

Continued from Page 1

Dukakis drew loud applause with a commitment to education and teaching, a pledge to carry our President Truman's vision of health insurance for every American family, and a call for upgrading OSHA safety inspections.

The applause was thunderous when he promised appointment of a National Labor Relations Board "that will insist on justice and fairness for America's workers."

The General Board meeting was the culmination of a Democracy at Work project that began last year before the first presidential primary or caucus.

Every announced presidential candidate on both the Democratic and Republican side—a total of 14—accepted the AFL-CIO's invitation to present their views to union members. The federation and its unions distributed millions of copies of their responses to a series of questions. Videotapes of the candidates were shown at thousands of union meetings.

The General Board meeting reflected the breadth of support that the Dukakis-Bentsen ticket has gathered among union members.

Casting ballots were elected leaders of unions of carpenters and teachers, auto workers and restaurant employees, bricklayers and municipal workers, seamen and fire fighters, store clerks and service workers, bus drivers, steelworkers, electricians, telephone workers and the diversity of trades and occupations that make up the labor movement.

The 64 unions taking part in the General Board meeting represented 95 percent of the AFL-CIO's membership. While participating in the meeting, the Teamsters and Air Line Pilots said they would abstain from voting because their sampling of membership preference was still under way.

At General Board meetings, affiliates cast the full vote of their membership and the AFL-CIO's trade and industrial departments each have one vote. Following past precedence, state and local central bodies also were allocated one vote each. They're the foot troops in the election campaign.

Retirees stay active in union cause

Retired workers and the unions they helped build continue to need each other, the Executive Council said, and both active workers and retirees will benefit from a strengthening of the bond.

The council cited the success of programs launched by a number of unions to tap the energy and experience of retired members.

Union retiree groups are involved in educational programs, organizing drives and an array of community activities, the council noted. It described the National Council of Senior Citizens, with some 4,800 affiliated retiree clubs, as "an essential partner" in these enterprises.

The council statement and the accompanying recommendations of a committee headed by AFL-CIO Vice President William W. Winpisinger urged all of the Federation's affiliates to consider steps "to keep retirees in the union family."

It's also important for the trade union movement to protect the interests of future retirees, the council's statement declared.

Toward that end, it said, "trade unionists will strongly oppose efforts by employers and the current administration to cut back or in some cases eliminate retiree health and pension benefits." And it pledged the AFL-CIO will work to improve Social Security and Medicare, and continue to strive "for the ultimate establishment of a national health care program."

Strong ties

A survey commissioned by the AFL-CIO and 14 affiliates showed retired workers retain strong ties to their unions and look to union publications for information.

Union retirees are generally better off financially, healthier and more politically active than their age groups as a whole, the survey found.

Nine out of 10 voted in the past two elections. Two-thirds of the retirees said they would be favorably influenced by a union political endorsement; a high percentage already volunteer for such political chores as staffing phone banks or collecting signatures on petitions.

Three-fourths of retirees felt they were important to their unions; 86 percent relied on union publications as a source of information.

The follow-up recommendations by the Executive Council's Committee on Older & Retired Union Members stressed the importance of such groups to the trade union movement.

It urged action by affiliated unions, the AFL-CIO itself, and the federation's state and local central bodies to "assure an active role for retirees."

Retirees themselves should be involved in the shaping of union policies and programs for retired members, the committee recommended.

It suggested that unions explore associate membership status for retired workers, help local unions establish retiree clubs and provide workers pre-retirement information.

Anniversary march for rights supported

The Executive Council recalled the historic "March on Washington for Jobs and Freedom," held 25 years ago this month and endorsed a nationwide call for a similar Aug. 27 demonstration for civil and human rights.

The 1963 March on Washington, organized by A. Philip Randolph and coordinated by Bayard Rustin, helped pass the 1964 Civil Rights Act, the council noted.

On that day, 25 years ago, more than a quarter million Americans gathered at the Lincoln Memorial in Washington and heard Dr. Martin Luther King Jr., deliver his famous "I have a dream" speech.

But after eight years of the Reagan Administration, the struggle for jobs, peace and freedom "still remains to be won," with labor and its allies forced to defend

The council expressed confidence that with a strong commitment from the next president, "our country can resume its programs toward full social and economic justice."

Public approval of unions climbs

Continued from Page 1

Lower income households generally showed a more favorable outlook on unions. Yet, even in households with annual incomes of $50,000 or more, the approval rating was 55 percent to 37 percent disapproval. Among Democrats, the approval rate was 71 percent to 17 percent. For Republicans, it was 50 percent to 38 percent.

Separate surveys were conducted by Gallup and Market Facts, another polling organization, on the impact of the labor's Union Yes television campaign.

Gallup's poll showed that 39 percent of the adults recalled a major element of the TV commercials and of that group 64 percent could recite substantive messages from the campaign.

The Market Facts survey, taken before and after the initial series of TV ads ran, found a 9 to 11 percent more positive attitude about unions after the ads were aired.

Bush bangs into hard facts on pledge of 30 million jobs

AFL-CIO President Lane Kirkland offered a little tongue-in-cheek help to efforts by George Bush to explain how he would carry out a campaign promise to create 30 million new jobs if the voters would kindly give him two terms in the White House.

Bush said in his acceptance speech at the Republican convention that he will add "30 million jobs in the next eight years," chiefly by keeping the lid on government spending and taxes. But it turns out there wouldn't be enough people to fill 30 million new jobs, even if there was full employment.

During the AFL-CIO Executive Council meetings, a reporter asked Kirkland if he thought Bush's promise could be achieved.

Possibly, Kirkland suggested, "if he abolished child labor laws."

But then again, Kirkland noted, Bush hadn't actually said that these would be American jobs. So maybe the Bush goal would be attainable after all.

"This Administration has certainly created quite a few million new jobs in South Korea, Taiwan and Japan as plants have closed and production has moved overseas," Kirkland observed.

The Bush campaign's senior economic adviser, Robert Zoellick, said the 30 million figure shouldn't be taken too literally. He suggested that Bush may just have wanted to focus attention on "the fantastic job creation" of the Reagan years.

That sent AFL-CIO Research Director Rudy Oswald to his calculator.

The "fantastic growth" in jobs, Oswald reported, turns out to be considerably less than the pace of the Carter presidency, which Bush so decries.

THE NEW JOBS STORY

Carter Term
(1977-1981 Jan. to Jan.)

Total	% Increase
10,027,000	11.2%

Average Carter: 2.5 million per year

Reagan First Term
(1981-1985 Jan. to Jan.)

Total	% Increase
6,340,000	6.3%

Reagan Second Term
(July 1984-July 1988)

Total	% Increase
9,630,000	9.1%

Average Reagan: 2.0 million per year

AFL-CIO news

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UNION YES

Workers lose ground in Reagan years

Economic studies puncture 'record prosperity' theme of Bush campaign

By David L. Perlman

George Bush manipulated statistics, ignored facts and flat-out fibbed in his claim that the past eight years have produced "the highest level of economic growth in our entire history."

Economic studies of the Reagan era contradict the Republican claims at just about every point. A new report on "The State of Working America" by the Economic Policy Institute found that:

- Real family income is down, especially for families that did not send another member into the workforce in the Reagan years.
- The gap between the rich and wage earners has widened. The top 5 percent enjoyed "substantial income growth." The bottom 60 percent are worse off. Most of those in the middle struggled to hold their own.
- Real hourly wages—as adjusted for inflation—dropped 7 percent from 1979 to 1987; the decline for males was 10 percent.
- Between 1979 and 1986, "more than 3 million workers moved down the ladder, from jobs with mid-level earnings to jobs with low-level earnings."

Bush contradicted

As for the Vice President's claim of the highest level of economic growth in America's history, the institute study flatly contradicts it.

"From the end of World War II to 1973," it reports, "incomes and wages rose steadily and briskly. Today, not only are they below 1979, they are below 1973 as well."

The conclusions of the study, authored by economists Lawrence Mishel and Jacquelin Simon, are reinforced in an economic report prepared for House Speaker Jim Wright by the professional staff of the Budget Committee.

These are some of the congressional report's findings:

- The average number of business failures each year of the Reagan Administration was approximately double the previous high and nearly triple the post-war average.
- Bank failures averaged 45 a year during Rea-

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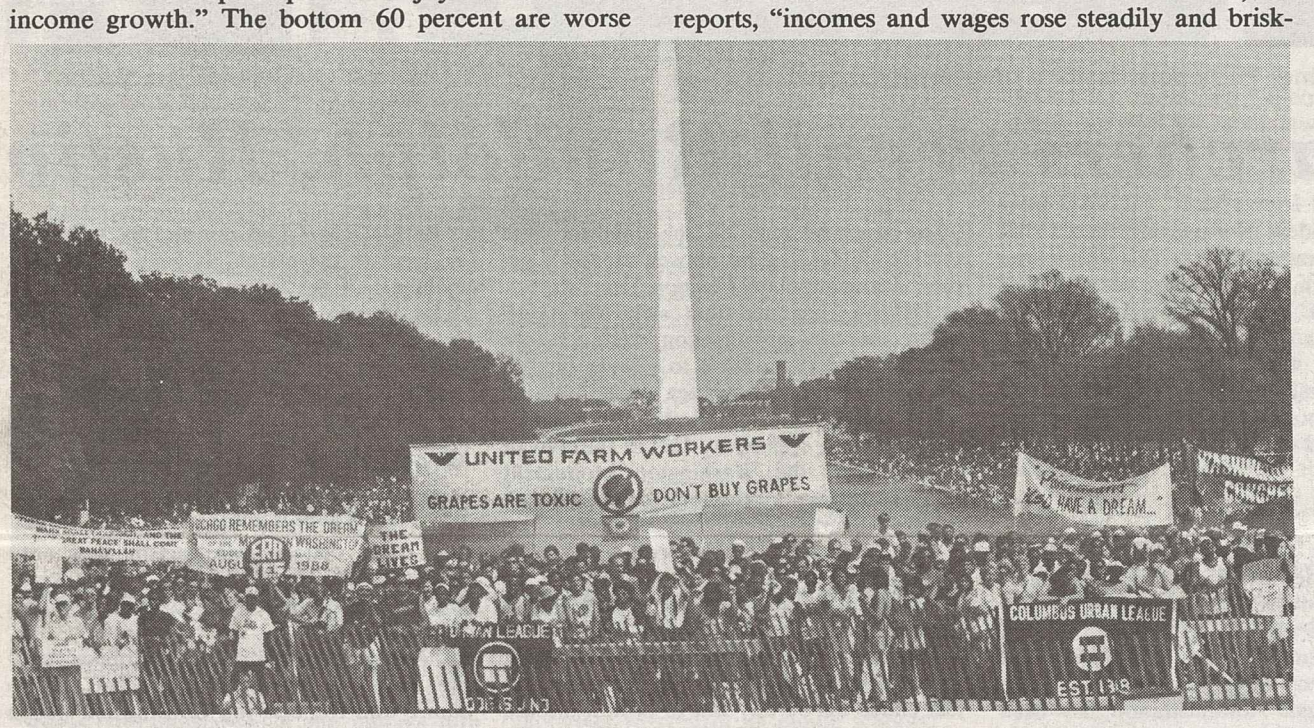

March on Washington

Union banners were in place as nearly 100,000 people joined in a 25th anniversary renewal of the 1963 March on Washington that demanded and achieved passage of the Civil Rights Act. The dream of which Dr. Martin Luther King Jr. spoke is still alive, the rally testified. (Story on Page 2.)

Hospital organizing rule laid out

NLRB proposal allows up to 8 bargaining sectors

The National Labor Relations Board moved a big step closer to a union-sought change of policy on bargaining units for hospitals.

Its new proposal, published in the Federal Register to give interested groups a chance for further comment before it becomes final, allows up to eight separate bargaining units in acute care hospitals.

In practice, the number would normally be less. A union will be able to seek representation rights for a combined unit if it chooses, except where prohibited by law as in the case of guards.

If finally adopted, unions will be able to petition for elections in units made up of: 1. registered nurses; 2. physicians; 3. all other professionals; 4. technical employees; 5. skilled maintenance workers; 6. office and clerical employees; 7. all other non-professional employees; 8. guards.

Last year, the NLRB proposed to link service, maintenance and clerical employees into a single unit —tilting towards management's argument for only one unit of professionals and one covering all non-professionals.

That represented a departure, however, from the traditional "community of interest" test that the NLRB uses in other fields of employment, and which

Continued on Page 3

Union coalition wins gains for 13,000 at Westinghouse

Pittsburgh—A coalition of unions representing some 13,000 Westinghouse Electric Corp. workers reached a tentative agreement on a three-year contract and recommended its ratification.

The announcement made by William H. Bywater, president of the Electronic Workers and chairman of the Coordinated Bargaining Committee, was greeted with applause by bargaining teams from the six unions involved. In addition to the IUE, they are the Electrical Workers (IBEW), Carpenters, Steelworkers, Machinists and the unaffiliated United Electrical Workers.

All of the organizations are part of the 14-union coalition that coordinates bargaining strategy in negotiations with both General Electric and Westinghouse. The Westingouse agreement is comparable but not identical to the agreement reached with GE two months earlier.

Under the proposed contract, Westinghouse workers would receive an immediate 6 percent cash bonus and an additional 3 percent in September 1989. That's in addition to general pay raises of 3 percent in August 1989 and 3 percent a year later.

Five cost-of-living adjustments during

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9/3/88

Labor Day starts voter countdown to Election Day

By Lane Kirkland

Traditionally, Labor Day is a day of pride for American workers and for the unions they created.

The pride is a little stronger this year because a recent Gallup poll shows that 61 percent of our fellow citizens approve of unions—the highest approval figure since 1967. We trade unionists want to earn the public's respect and we pledge ourselves to continue to carry out our responsibilities as citizens.

And our expectations are a little higher because, in even-numbered years, Labor Day begins the countdown to Election Day.

More than a year ago—well in advance of the first primaries and caucuses—the AFL-CIO set in motion a campaign to help union members become the best informed voters in the nation. All candidates from both political parties spoke to our members on videotape and in writing to seek their support before our members recorded their preferences in polls within their ranks.

Now our members and their unions have spoken collectively: the unions that make up the federation voted enthusiastically last month to support Michael Dukakis for President of the United States and Lloyd Bentsen for Vice President.

Labor's message

To every candidate for every office, our message is the same: It is time to restore government to its rightful place alongside its citizens, helping to pull the load and lead the way to a better life for all Americans.

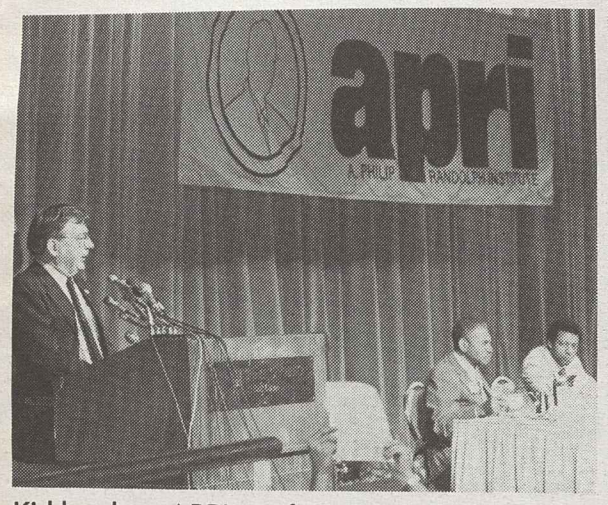
The present Administration preached that government is the enemy of the people and gained votes by promising to diminish its role in their lives. Yet for eight years, government power has been asserted as strongly as ever—but only on behalf of some of the people, not all of them.

That is the legacy of the 1980s, years when those in control of government said yes only to the pursuit of private wealth and allowed "free market forces" to put the nation's future at risk.

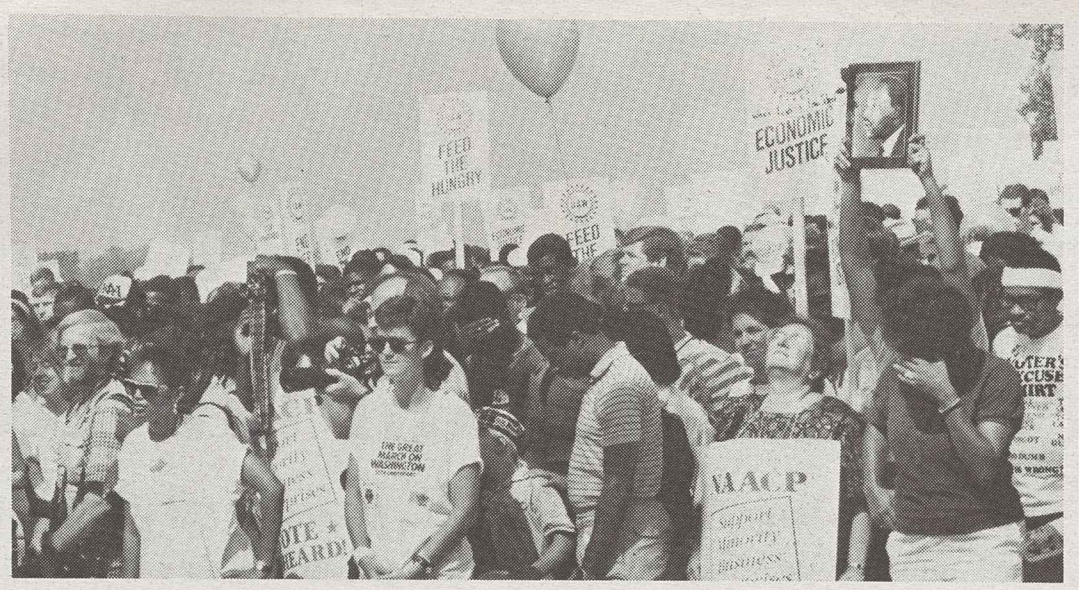
Experience over the 107-year history of the federation that is now the AFL-CIO has shown the absolute necessity of countervailing institutions—a watchful government and strong trade unions—to restrain predatory profit-seekers and ensure that the interests of workers and consumers are not sacrificed.

It is time to say yes to quality jobs, to an optimistic future for our families and to the fulfillment of community needs. It is time to have a level playing field, and the kind of teamwork between employers and workers and their unions, aided and promoted by a responsible government, that best serves the national interest and the interests of all the people.

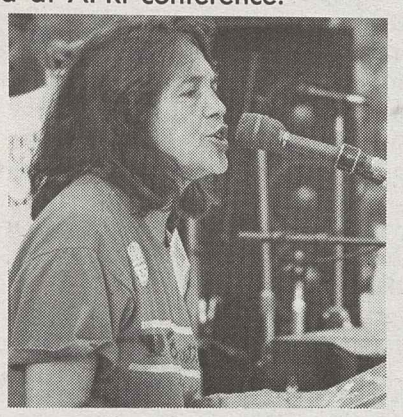
To candidates who say yes to those goals, workers will say yes at the polls in November.

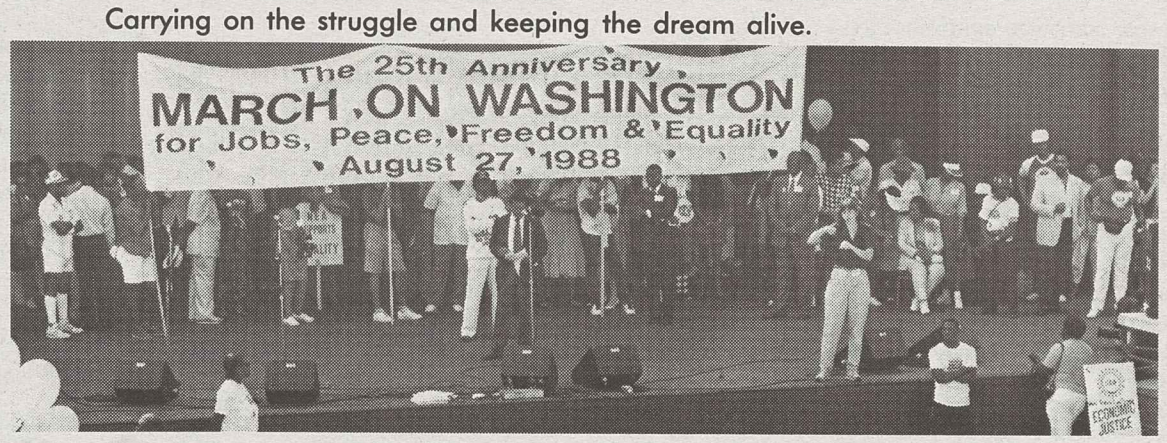


Kirkland at APRI conference.

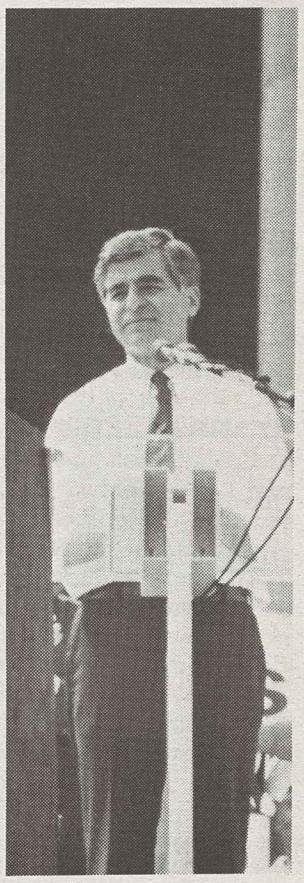


Carrying on the struggle and keeping the dream alive.


Delores Huerta has a message.



APRI's Normal Hill opens historic anniversary march.


Dukakis speaks.

Anniversary marchers recall Randolph, Rustin

Nearly 100,000 labor and civil rights activists joined together in the nation's capital to commemorate the 25th anniversary of the March on Washington.

For some 600 of the trade unionists, the march was preceded by the national conference of the A. Philip Randolph Institute. Randolph, an AFL-CIO vice president, was the revered elder statesman of the civil rights movement at the time of the 1963 march.

Bayard Rustin, Randolph's longtime associate, was the chief strategist of the march in 1963 and later became president of the labor-supported institute that carries on Randolph's work.

Both were remembered at the dinner that opened the conference by speakers from the organizations that sponsored the 1963 march, including many who participated in the historic event.

APRI President Norman Hill noted that this was the organization's first conference since the death of Rustin last year. He and Coretta Scott King, civil rights veterans James Farmer and John L. Lewis, now a congressman from Georgia, and the NAACP's Benjamin Hooks were among those who spoke of the contributions of Randolph and Rustin—and of the unfinished tasks.

Link to election

At another institute event, AFL-CIO President Lane Kirkland and the Rev. Jesse Jackson related the civil rights struggle to the election campaign.

Kirkland reminded the participants that "the plagues of Egypt lasted seven years and the Reagan Administration has been allotted one year more than that." He urged the delegates to "see that the curse is lifted from the land on schedule and that the incumbent and his chosen successor get their termination on Election Day."

Jackson suggested that since the GOP ticket supports privatization so much, we should "send them back to private life."

The conference delegates, including visitors from abroad, joined the re-enactment of the march, opened by Hill at the Sylvan Theater near the Washington Monument and proceeding to the Lincoln Memorial, where a quarter-century earlier Dr. Martin Luther King Jr. made his famous "I have a dream" speech.

Speakers included Auto Workers President Owen Bieber and Farm Workers Vice President Delores Huerta. Huerta spoke for UFW President Cesar Chavez, who had just ended his 36-day fast to protest the use of toxic pesticides in California's grape-growing fields.

Both Michael Dukakis and his wife, Kitty, were in the march, as were leaders and members of the federation's unions.

Its theme was dreams realized and dreams deferred. Dukakis slammed the Reagan Administration's abysmal record on civil rights and urged the marchers to keep the dream alive.

Work ahead

"We must march not just to celebrate the hard-won legal victories of the past. We must march until racism and anti-semitism and discrimination of all kinds are banished from this land," Dukakis said.

"And we must march, my friends, until we have an Administration that understands and respects the Constitution of the United States," Dukakis urged to loud applause.

New unit assists state federations

The AFL-CIO has established a new headquarters unit to help the federation's state central bodies cope with expanded responsibilities and provide back-up resources to combat anti-labor legislation.

Organizing Director Richard Wilson said in a report to the AFL-CIO Executive Council that the new Office of State Government Liaison will also seek to establish a continuing relationship with various interstate bodies. Examples are the National Governors' Association, National Conference of State Legislatures, and the Council of State Governments.

The office has been set up in the Dept. of Organization & Field Services under Assistant Director Kevin Kistler. Frances Kenin and Candice Brown are the professional staff members.

As the report to the council noted, funds for federally supported programs are increasingly administered by the states. One result has been coordinated efforts by business and right-wing groups at the state level.

With identical anti-worker measures being pushed in state after state, the report stressed, it's important for labor's state bodies to be able to coordinate their response.

The new office will coordinate an AFL-CIO interdepartmental committee that will be concerned with state developments. Its dual purpose will be to assure that headquarter departments are aware of state developments in their areas of concern and that state labor federations are aware of the policy research and assistance available from the AFL-CIO.

A first issue of a State Ties newsletter included a guest editorial by Texas AFL-CIO President Harry Hubbard welcoming the new operation.

"It is obvious our enemies coordinate their attacks," he wrote. "The bill to cut unemployment benefits in one state soon surfaces in another. Increasingly, workers' rights and benefits are pawns in corporate chess games to pit state against state in the name of economic development."

In facing such issues, Hubbard said, "common sense tells us we should not duplicate our limited resources."

Kevin Kistler

Steelworkers ratify Kaiser settlement

San Francisco—The Steelworkers, by a 3-2 margin, ratified a 30-month contract with Kaiser Aluminum & Chemical Corp. covering 5,400 workers at 11 plants. It will increase wages and provide a quarterly cash bonus based on aluminum prices.

The agreement raises wages 50 cents an hour, retroactive to Apr. 4. A second-year raise is tied to the increase in the government's cost-of-living index.

It provided a one-time $1,000 bonus on ratification and quarterly cash payments are tied to the price of aluminum in the Midwest. At current rates the quarterly payment would be worth about $2 an hour. Three holidays were restored.

Jim Bowen, chairman of USWA's bargaining committee and Kaiser Vice President James O. Presley said in a joint statement that the proposal "addresses many issues that were of priority interest to employees and it maintains the company's ability to compete in the markets it serves."

The contract covers plants in Gramercy, Shalmett and Norco, La.; Belpre, Newark and Toledo, Ohio; Meade, Tacoma and Trentwood, Wash.; Ravenswood, W.Va., and Purvis, Miss.

Workers lose ground in Reagan years

Continued from Page 1

gan's first term, compared with a postwar level of six per year. They leaped to an annual average of 147 during the 1985-87 period.

- The real gross national product—the basic measurement of America's economic growth—averaged 3.4 percent a year from 1949 to 1980. The average growth in Reagan's first term was 2.3 percent, rising only to 3.5 percent in his second term.
- The merchandise trade deficit—an economic measure the Bush camp never cites—came close to doubling in the first Reagan Administration, averaging $64.9 billion a year. In his second term, the annual average has soared to $151.5 billion. In 1985, for the first time, the United States became a debtor nation in total balance of payments. That debt passed the $400 billion mark this year.

The Economic Policy Institute study doesn't refer directly to the conflicting economic claims of the Bush-Quayle campaign.

But an introduction to the report, by Institute President Jeff Faux, exposes the technique. This is the explanation:

"Because a market economy is cyclical, a clever choice of dates permits one to 'prove' almost anything about the economy. Measuring from troughs to peaks in a business cycle will overstate high growth, the reverse will bias the results in the direction of decline."

It notes that economists are almost universally agreed that changes should be measured either from the bottom of one business cycle to the bottom of the next or, as the institute study was compiled, from the peak of one cycle to the peak of the next.

Contributing to the stagnation of wages and living standards in the Reagan Administration, the report suggests, were "cutbacks in government spending on education and training, and a decline in the rate of unionization."

The "conventional wisdom," the report observes, is that the American people "have been living beyond their means and now must tighten their belts in order to pay for the debts that the Reagan Administration has run up in recent years."

But in fact, the study concludes, "most American families appear to have been tightening their belts at least since 1979."

CWA convention backs Dukakis-Bentsen ticket

Bahr asks volunteers for campaign effort

New Orleans—More than 4,000 delegates to the 50th anniversary convention of the Communications Workers voted the Democratic presidential ticket of Michael Dukakis and Lloyd Bentsen an enthusiastic endorsement.

They loudly applauded a videotape address by Dukakis—and a call by CWA President Morton Bahr for union members to volunteer at least five hours of their time before Election Day in support of CWA-endorsed candidates.

New Orleans is the city where CWA's forerunner, the National Federation of Telephone Workers, was founded in 1938 at a convention attended by fewer than 50 delegates.

It is also the city where the Republican Party nominated George Bush and Dan Quayle. As AFL-CIO Sec.-Treas. Thomas R. Donahue told the delegates, "At least in this convention, this city can hear some truths about the last eight years." Donahue said the Dukakis-Bentsen ticket represents "hope for our future and our children's future."

Priority on jobs

Dukakis told the delegates that his Administration would make "good jobs with good wages" a top priority of the White House. Full employment, he said, is "the best family policy."

Bahr told the delegates that Dukakis had already proved his concern for jobs by his action as governor of Massachusetts in stepping in to keep open an AT&T plant in Watertown. And when AT&T imposed massive layoffs at a CWA-represented plant in North Andover, Dukakis made $500,000 in state training funds available, Bahr related.

CWA's resolution endorsing Dukakis said "the Reagan-Bush years have brought the most blatant anti-union policy of any administration in recent memory."

In a historic first, Electrical Workers President John J. Barry addressed the convention and delegates applauded his affirmation of unity with the CWA.

Both unions bargain with AT&T and many of the regional telephone operating companies. Their relationship, Bahr noted, was once marked by a "fierce rivalry" that allowed management to play one union against the other.

Unity pledge

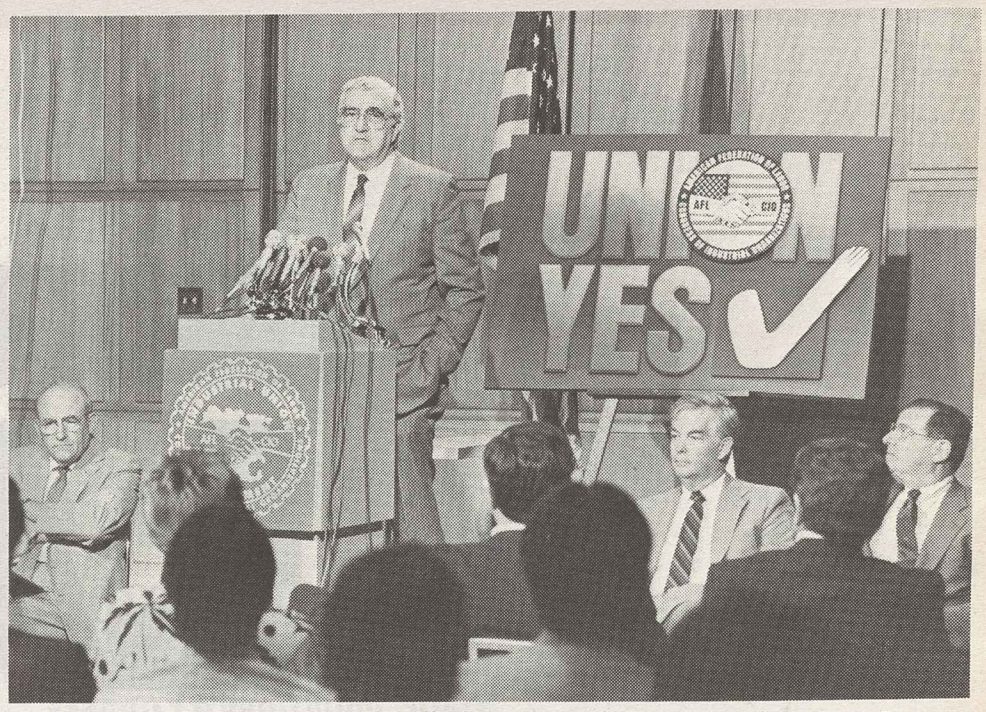
Last winter, the IBEW and the CWA agreed to work together in the next round of bargaining through a joint unity committee.

Barry told the delegates that the new relationship means, "Cut one of us and we both bleed."

In his report, Bahr stressed that the CWA must continue to "grow in order to survive the future." It will also have to "bargain smarter, find alternatives to strikes when necessary and reach out to involve our members more than at any other time in our history."

Delegates took time out for a Jobs with Justice rally, addressed by Bahr and Food & Commercial Workers Vice President Lewie Anderson.

The convention amended the CWA constitution to strengthen the union's ties with its retired members. Although terms of officers are not up until next year, delegates filled a vacancy by electing Robert D. Johnson vice president from a district made up of Wisconsin, Illinois, Indiana, Michigan and Ohio.



Anti-worker companies are singled out on the Industrial Union Dept.'s 1988 "dishonor roll." Addressing press conference is UAW President Owen Bieber. Seated from left are IAM President William W. Winpisinger, OPEIU President John Kelly and IUD President Howard E. Samuel.

IUD adds four more firms to anti-labor 'dishonor roll'

Four companies were named to the AFL-CIO Industrial Union Dept.'s 1988 "dishonor roll" of labor law violators.

Texas Air Corp., Superior Industries International, City of Hope Medical Center and DAP Inc., now owned by USG Corp., had the dubious distinction of joining 20 other anti-worker companies named to the list beginning in 1983.

IUD President Howard Samuel said the four additions all had compromised workers' rights to fairness and had "declared war on workers' rights to bargain and organize."

Texas Air Corp. was proposed by the Machinists—on behalf of the IAM, Pilots and Transport Workers—to highlight Chairman Frank Lorenzo's union-busting tactics at Eastern and Continental Airlines.

IAM President William W. Winpisinger charged that Eastern workers continue to be intimidated and harassed, while firings, suspensions and grievances are steadily increasing. Eastern management continues to demand that workers accept pay cuts as high as 60 percent, despite a $1-billion employee contribution and stock purchases to help keep the carrier operating.

John Kerrigan, TWU's air transport division director, pointed out neither Lorenzo nor Eastern officials have acknowledged the sacrifices and efforts of Eastern workers but continue to press for more givebacks.

Auto Workers President Owen Bieber outlined the union's decade-long dispute with Superior Industries, where management stalling tactics derailed a first contract for the 1,000 workers who voted in the UAW in 1978 and thwarted a second vote for union representation in 1984.

While the UAW was certified as the Superior workers' bargaining representative last year, the company continues its delaying tactics with court appeals and refuses to negotiate with the workers, he said.

The City of Hope Medical Center in Los Angeles, Calif., was named to the dishonor roll by the Office & Professional Employees. A 25-year history of harmonious labor relations was shattered by the center's decision to exercise its "management rights" by taking away benefits from members of OPEIU Local 30 and its refusal to negotiate, said OPEIU President John Kelly.

Workers at DAP Inc., in San Jose, Calif.,—members of the Painters—had a contract for more than 20 years. But when the firm was bought by USG Corp.—formerly U.S. Gypsum—last September, management moved to throw out arbitration rights, the union security clause, seniority and dues checkoff, said Frank Burkhardt, special assistant to Painters President William A. Duval.

School Administrators press education support programs

St. Louis—Ted Elsberg was elected to a full three-year term as president of the School Administrators at the union's fifth convention. As executive vice president, Elsberg had been carrying out the duties of past President Martin Kalich, who stepped down in 1987 for health reasons.

The 125 delegates also elected Murray Schneider executive vice president, David B. Mulholland secretary and Joe L. Greene treasurer, all to three-year terms. Schneider had served as treasurer since 1985.

Ten vice presidents, including four women, were elected to the AFSA executive board, carrying out a directive adopted by delegates at the 1985 convention to increase leadership opportunities for women members.

Elsberg pledged that the union will continue to speak out in support of education reform and "will serve as the voice of supervisors and administrators in the nationwide debate on the issue of instructional leadership in the schools."

Funding vital

He reaffirmed the union's commitment to winning adequate government funding of Headstart programs, bilingual and special education and child care initiatives.

Elsberg criticized the action of Boston University which assumed control of the financially troubled Chelsea, Mass., school system, calling the takeover "a dangerous precedent that is an intrusion on the public's right to control its public schools."

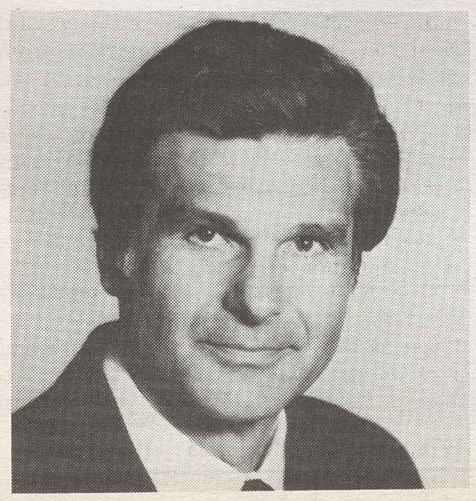
Delegates expressed strong opposition to proposals for tuition tax credits and vouchers and a plan to eliminate tenure for Chicago principals as part of an effort to restructure that school system.

In panel discussions, delegates reviewed administrators' roles and innovations in bringing about more effective and efficient schools.

Panelists stressed the importance of giving school principals, supervisors and teachers the responsibility for initiating programs to overcome educations roadblocks.

Speakers also discussed how superintendents, principals and other supervisors implemented education reforms that better met the needs of students and stressed the need to develop positive staff attitudes and improve school morale.

The 11,000-member AFSA which gained 1,000 new members last year, became an AFL-CIO affiliate in 1976. The union represents principals, assistant principals and other school supervisors.



Ted Elsberg

Johansen, Higgins appointed to Labor Board

President Reagan granted recess appointments to two nominees for the National Labor Relations Board, enabling the agency to continue to do business. Otherwise, it would have been immobilized for lack of a quorum.

One appointment went to Wilford Johansen, whose five-year term expired on Aug. 27. The other put into office John E. Higgins Jr., whose nomination was supported by the Senate Labor & Human Resources Committee but has not been acted on by the full Senate. Both were career NLRB staffers before being named to the board.

The recess appointments will allow Johansen and Higgins to serve through the first session of the next Congress—unless the new President makes other appointments that are confirmed by the Senate.

There is one other vacancy on the five-member NLRB. Marshall Babson resigned on Aug. 1 with a year remaining in his term, and Reagan has not nominated a successor.

The Senate is not likely to act on the Johansen and Higgins nominations during the remaining weeks of this session. If that's the case, the new President will be able to appoint a three-member majority of the NLRB in his first year in office.

Hospital unit rule aid to organizing

Continued from Page 1

unions sought to keep in the health care field.

The NLRB backed off under a barrage of union objections and voted at a July 1 meeting for the changes that have been incorporated into the new proposed rule. Since extensive hearings were held on the earlier version, further major changes are unlikely before the rule becomes final.

Its proposed rules would apply to acute care hospitals regardless of size, but not to nursing homes or psychiatric hospitals. Bargaining units in those institutions will continue to be set on a case-by-case basis.

In explaining its proposed policy, the NLRB noted that strikes in health care establishments are lower than in most other industries and it found no evidence that additional bargaining units will makes labor disputes more frequent. It pointed out that Congress had rejected labor law amendments that would have set a ceiling on the number of hospital bargaining

As unions see it, the option of a smaller but closer-knit unit will make it easier to win elections, in some cases gaining a foothold in a previously unorganized establishment.

Significant advance

AFL-CIO Associate General Counsel David Silberman, who represented the federation at the NLRB hearings, said the new proposal is a significant advance over the board's earlier position.

The NLRB's new position is the latest step in a twisting course reflecting the changing composition of the five-member board and the prodding of federal courts.

The case that brought the issue to a head dates back to 1980, when Electrical Workers Local 474 won a representation election for a unit of 43 maintenance employees at St. Francis Hospital in Memphis, Tenn.

When the hospital refused to bargain and challenged the maintenance unit as "inappropriate," the NLRB upheld the union in a 3-2 decision in which three holdover Carter appointees outvoted two Reagan-appointed members. But two years later, a Reagan majority on the NLRB reversed position and sided with management.

A federal appellate court ruled that the NLRB had misinterpreted the law and said the labor board had an obligation to justify any deviation from the normal pattern of certifying a bargaining unit in which workers had a "community of interest."

That was the background for the NLRB efforts to establish a general rule governing hospital bargaining units.

TAKING PRIDE IN LABOR

Gallup Shows Approval of Unions at 20-Year High

The Gallup polling organization announced August 23 that 61 percent of Americans approve of unions.

That's the highest approval figure since 1967, and the percent of Americans who disapprove of unions, 25 percent, was also the lowest since 1967.

The poll, which Gallup has conducted periodically since 1936, is the result of in-depth interviews with 1,029 adult Americans, conducted in their homes between June 10 and June 20 of this year.

The 61 percent approval rating shows a steady climb during this decade, from 55 percent approval ratings in 1979 and 1981 to 58 percent in 1985 and 59 percent in 1986.

We are encouraged by the poll results and particularly encouraged that the youngest age group, 18 to 24, favors unions by the even higher rate of 67 percent. Of course, we are primarily concerned with seeing to it that more Americans have the advantage of a union on the job. That's what polls are for, to guide our hand in that endeavor.

At the current time, we are conducting a nation-wide television and radio advertising campaign called "Union Yes," with the slogan: "America Works Best When We Say Union Yes." It ran for six weeks starting in May and will resume next month during television coverage of the Olympics.

The impact of that campaign was measured by two other polls.

One survey, also by Gallup, shows that 39 percent of American adults recalled a major element of the "Union Yes" campaign and 64 percent of those who saw the ads could recite substantive messages from the campaign. That means about 45 million people can recall messages from the campaign such as unions are good for America or unions help insure fair treatment on the job.

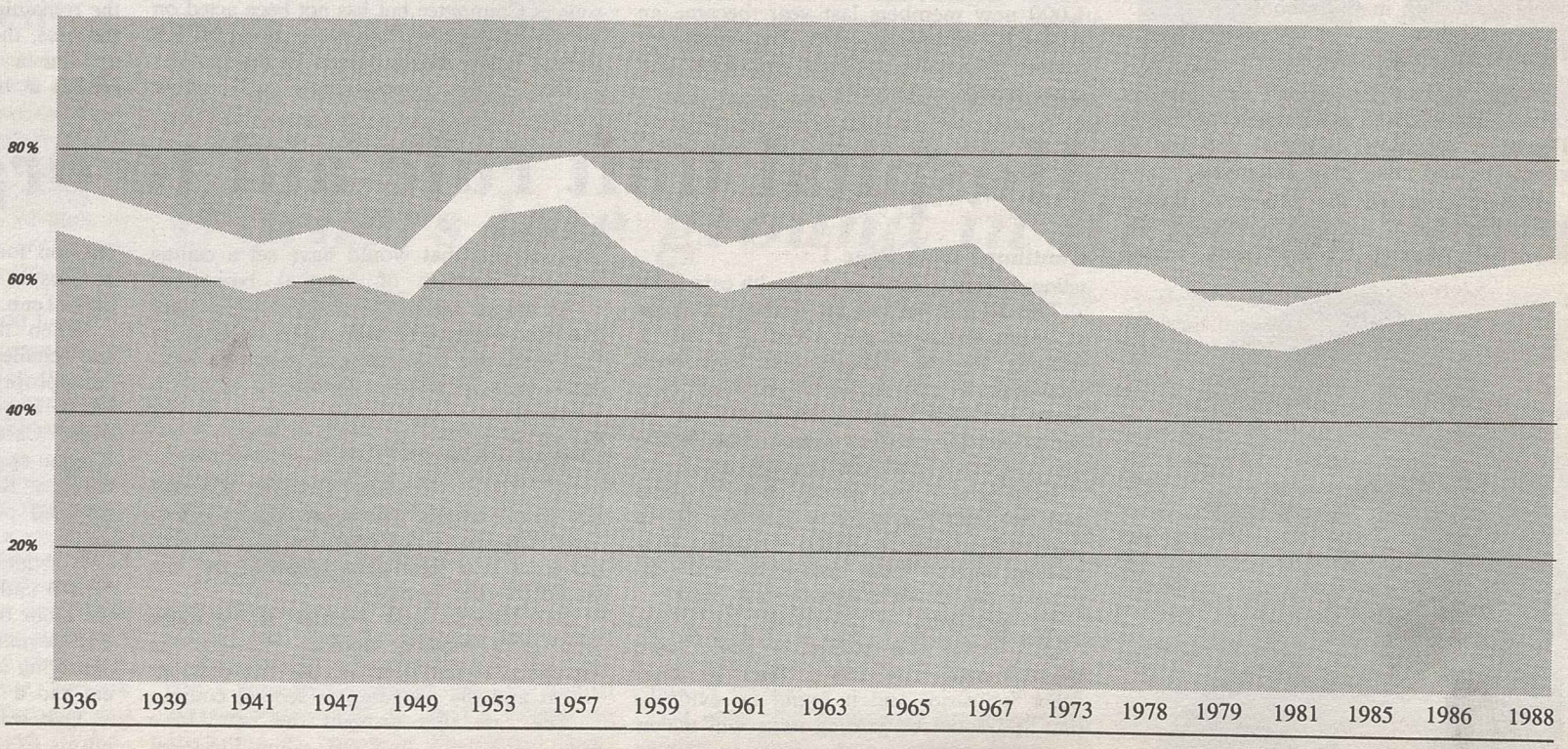
The final survey, by Market Facts, was conducted immediately before and after the "Union Yes" spots were on the air. There have been significant shifts in attitudes held by respondents, with an even greater positive shift in the attitudes of the target group aged 25 to 44.

We feel that kind of improvement makes our endeavors worthwhile. We'll stay at it, with confidence we'll do even better.

—Remarks of poll announcement by AFL-CIO President Lane Kirkland

GALLUP THROUGH THE YEARS

"Do you approve of labor unions?" "Yes!"



OUR UNIONS ON DAY

OVERALL APPROVAL: DEMOGRAPHIC ANALYSIS

	Approve %	Disapprove %	Can't Say %	No. of Interviews
Total	61	25	14	1029
Sex of Respondent				
Male	61	28	11	509
Female	61	21	18	520
Age of Respondent				
18-24 years	67	17	16	122
25-34 years	62	22	16	204
35-44 years	58	32	10	198
45-54 years	68	21	11	138
55 or older	58	26	16	362
Income				
Less than $15,000	62	19	19	251
$15,000-$24,999	63	24	13	241
$25,000-$29,999	59	28	13	259
$40,000-$49,999	66	22	12	78
$50,000 or more	55	37	8	132
Education				
High school grad.	63	22	15	544
Some/college grad.	59	28	13	478
Race				
White	60	26	14	933
Black	74	11	15	76
Hispanic	71	15	14	84
Occupation				
Prof./Business	57	29	14	309
Clerical/Sales	68	18	14	78
Manual labor	67	22	11	370
Non-labor	61	22	17	204
Region				
East	65	20	15	271
Midwest	60	27	13	254
South	58	27	15	292
West	63	24	13	212
Political Affiliation				
Democrat	71	17	12	530
Republican	50	38	12	352
Other	55	19	26	147

'Union Yes' Advertising Campaign

Gallup Organization Study

The Gallup Organization, in a national survey of 1,000 adults, found that 39 percent recalled the AFL-CIO's campaign—a number representing approximately 70 million Americans 18 years of age or older. Of this number, 64 percent (about 45 million people) were able to recall substantive campaign messages in their own words, when they were asked to describe the ''point of the ads'' they saw.

For example, one in five said that joining or supporting unions is ''good for America;'' one in six said that unions are ''good for employees;'' one in ten said ''unions help ensure fair treatment by employers;'' and one in ten said unions protect a woman's job during maternity leave.

Market Facts Study

Market Facts Inc., a leading market research firm with extensive experience in evaluating ad campaigns, is performing a more in-depth series of surveys on the first two waves of ''Union Yes'' television advertising, and studying how exposure to the campaign influences public attitudes about labor unions.

In each of two separate surveys—one conducted just before the advertising began May 11, and the second just after its completion six weeks later—1,500 adults were interviewed about their attitudes toward unions and exposure to the ''Union Yes'' spots on television.

When looking specifically at the campaign's target group of 25-44 year-olds, some attitude shifts after exposure to the campaign are significant. For instance:

★ The belief that union members have a stronger say about decisions that affect their work increased by 6 percent;

★ The belief that unions help employees balance job and family responsibilities increased by 7 percent;

★ The belief that unions can help solve many of the problems women face in the workplace increased by 5 percent.

9 to 11 Percent More Positive About These Statements

The second Market Facts survey, conducted after the campaign went on the air, can also be used to compare the union-related attitudes of people who recall seeing the ''Union Yes'' spots and people who don't recall seeing them. People who recall seeing the spots are 9 to 11 percent more positive on an additional five key attitudes:

★ ''Unions make America work better'' +10%

★ Disagree that ''Unions have made it hard for workers to do their best on the job'' +10%

★ ''Many employees could benefit from what union membership has to offer'' +11%

★ ''Unions can help solve many of the problems faced by women in the workforce'' +10%

★ ''All in all, I favor or strongly favor labor unions'' +9%

Research Summary, August 1988

OCAW delegates re-elect Misbrener

Mazzocchi wins contest for secretary-treasurer in runoff

Hollywood, Fla.—The Oil, Chemical & Atomic Workers convention re-elected President Joseph Misbrener to his third term and chose Anthony Mazzocchi as the new secretary-treasurer.

In the race for the presidency, Misbrener tallied 51,207 votes to 40,714 for out-going Sec.-Treas. Michael Ricigliano.

Mazzocchi, a former vice president and health and safety director, defeated Laurence E. Hunter in a runoff election, 49,037 to 42,492. Incumbent vice presidents L. Calvin Moore and Robert E. Wages were re-elected to new three-year terms.

New executive board members elected are: Steve Gentry of Pocatello, Idaho, Ron Rygelski of St. Louis, Harold A. Salles of Slidell, La., and Arthur R. Wilson Jr. of Delaware City, Del. They join re-elected incumbents Richard D. Latham, Lowell P. Strader, Don N. Buck and Bob Sell.

Mine Workers President Richard Trumka expressed hope for a resumption of the merger talks held earlier this year between the OCAW and the UMWA that were ended by a vote of the OCAW Executive Board. "Even though the talks ended without an agreement to merge," he said, "the UMWA stands ready and willing to renew those discussions should you desire to do so. We have not nailed any doors shut."

Texas Agricultural Commissioner Jim Hightower told the delegates, "We've got a ticket we can win with—Michael Dukakis and Lloyd Bentsen." He called on the labor movement "to put its full moral authority into this election and to get behind the Administration that we're going to elect this fall."

Global solidarity

Ron Todd, general secretary of the Britain's Transport & General Workers Union, and Michael Boggs, secretary general of the International Federation of Chemical, Energy & General Workers Union (ICEF) spoke of the need for international labor solidarity in this age of transnational corporate power. OCAW is a member of the trade secretariat.

Two situations involving OCAW members were cited as examples. One involves 370 members at BASF's Geismar, La., facility, who have been locked out for more than four years by the German chemical conglomerate. The other situation is the recently concluded strikes by some 1,000 OCAW members against British Petroleum, which now owns Standard Oil of Ohio. In both cases, action was taken at the international level on behalf of the workers involved.

Following a showing of "Locked Out," a film about the BASF struggle, delegates adopted a resolution calling for OCAW to "memorialize the courage and commitment of the BASF workers to the defense of their union . . . and that the struggle of Local 4-620 be adopted as the struggle of every member of this union." Another resolution called for legislation to outlaw lockouts as a union-busting tool.

The convention condemned the "brutality of the South African regime and its racist foundation," and calling for a "complete dismantling of the legal and political structures of apartheid."

Handshake by IUE President William H. Bywater, left, and Westinghouse Labor Relations Director Albert Pettit signals contract agreement. On union side of table, IUE negotiators Robert Wentroble and Richard Jellette. On management's side, George Dann.

6-union coalition negotiates accord at Westinghouse

Continued from Page 1

the contract term would add about 75 cents an hour to pay scales, the unions estimated.

Speaking for the coordinated bargaining committee, Bywater said the unions made a "genuine breakthrough" by obtaining a successorship clause obligating any new owner of a Westinghouse plant to recognize the unions as bargaining representatives of the workers and provide employees with comparable wages and benefits.

Another new provision would entitle a worker laid off as the result of a plant closing or change in product line to preferential hiring at another Westinghouse location and up to $1,500 in moving expenses.

An early retirement option, previously limited to workers displaced by plant closings or product line relocations, would be extended to employees laid off for any reason.

The accord also would improve pension benefits, principally by raising the calculation basis from a range of $16-22 per month for each year of service to $18-25. The pension calculation formula would also be changed to permit the use of the highest salaries earned in three of the last 10 years, rather than the highest salaries in three consecutive years.

Insurance benefits would increase and union negotiators succeeded in resisting a number of management demands for takebacks and concessions.

One new contract provision would allow workers to use payroll deductions to make voluntary contributions to union political action funds.

The CBC unions will take the contract back to the membership for a ratification vote in the next two weeks. IUE members will vote on Sept. 6.

James Sommerhauser

Sommerhauser new president of Tech Engineers

James Sommerhauser was elected president of the Professional & Technical Engineers, defeating Rodney A. Bower who had held the post since 1972.

Sec.-Treas. John M. Dunne was re-elected without opposition. Sommerhauser was serving as administrative vice president and chief area representative of IFPTE Local 12 in Bremerton, Wash. He was elected by a 124-98 vote.

The 180 delegates expanded the executive council, adding two vice president posts. David Novogrodsky was elected vice president for the western region and Jean Rose was elected vice president for the western area's federal sector. The vice president jobs are not full-time positions.

Sommerhauser, 42, began working at the Bremerton U.S. naval shipyard as a nuclear test engineer and joined Local 12 in 1975. A year later he was elected administrative vice president, and in 1985 became chief area representative. He also served as the local's chief negotiator.

He has led several protests against the Navy's arbitrary interpretation of Hatch Act regulations which sharply restrict the political rights of federal workers.

Adapting to change

In addressing the delegates, Sommerhauser noted that the IFPTE, as well as other unions, is facing workplace challenges that must be met through innovative responses and adaption of new technology. He expressed confidence that membership gains would continue as the IFPTE continued its organizing successes in the federal sector and in gaining new public sector affiliates.

Delegates called for Hatch Act reforms that would allow federal workers to participate in the political process and reaffirmed opposition to policies that discriminate against women. They also pressed for federal pay reforms and called for an end to South African apartheid.

Speakers at the Washington convention included Kenneth T. Young, executive assistant to the AFL-CIO president; Sec.-Treas. Doug Allen, Professional Athletes; President Joslyn Williams, Metropolitan Washington AFL-CIO and Victoria Frankovich of the Flight Attendants.

Falling economic indicators signal storm clouds ahead

The government's key gauge of future economic activity plunged eight-tenths of 1 percent in July—the steepest decline in eight months—the Commerce Dept. said.

Seven of the nine leading indicators available for July were negative, the department's Bureau of Economic Analysis noted. Indicators registering declines were money supply, stock prices, building permits, plant and equipment orders, consumer goods orders and deliveries, while unemployment claims were up.

A few days earlier, the Commerce Dept. issued a revised report on the gross national product showing the economy expanded in the second quarter at a 3.3 percent annual rate—up a bit from its initial finding.

But in a separate report, the Census Bureau said factory orders in July took a 3.5-percent nosedive—the sharpest drop in 18 months. July orders for durable goods retreated a stiff 7.1 percent in July and military goods orders sagged 46.6 percent below June's level.

New home sales plummeted 4.7 percent in July to a seasonally adjusted rate of 686,000 units, the steepest drop in seven months, according to a joint report of the Commerce Dept. and the Dept. of Housing & Urban Development. Figures for May and June were also revised downward.

Economists predicted further declines as rising mortgage interest rates push up the cost of buying a home. And the average price of a new home jumped 5.6 percent in July, reaching $123,500. The 1 point rise in interest rates since March has added about $65 to the monthly payment on a $100,000 mortgage.

Construction starts fell eight-tenths of 1 percent in July and sales of existing homes were off by 5 percent.

Consumer prices rose four-tenths of 1 percent in July, led by the steepest one-month rise in grocery store prices in four-and-a-half years, the Bureau of Labor Statistics reported. The July increase lifted the consumer index up 4.1 percent from a year earlier. The increase follows a three-tenths of 1 percent hike in June.

Union Housing Trust reports '88 advance

The AFL-CIO's Housing Investment Trust is meeting its goal of prudent and profitable investments that generate jobs for union members on projects that are beneficial to the community, HIT's semi-annual report showed.

Chief Executive Officer Floyd H. Hyde said four new funds joined the trust in the first half of the year, bringing the total number of participants to 184. Total net assets, as of June 30, were $214 million.

Hyde said HIT's investment performance "remains high" despite a slump in housing starts caused by higher interest rates for mortgage seekers.

Schedule of Labor Studies Center courses

The George Meany Center for Labor Studies will offer 11 workshops during September and October. The schedule:

TV: The Cool Medium, Sept. 6-9—Coaching union leaders on how to face television cameras and work with reporters.

Local Central Body Officer Training, Sept. 6-9—Workshop for officers and staff on the history, purpose and activities of local central bodies.

Contract Negotiations: Private Sector, Sept. 11-16—Study of bargaining tactics, role of the chief negotiators, and preparation and design of initial and counterproposals.

Standards of Discipline & Discharge in Arbitration, Sept. 25-30—Advanced institute on the concept of just cause, standards for arbitrators, investigation procedures and standards of proof.

Basic Labor Law, Oct. 2-7—Course on private sector labor law covering bargaining, servicing and union administration.

Arbitration Techniques: Preparation & Presentation, Oct. 2-7—A course at the University of Oregon in Eugene on presenting mock cases before professional arbitrators. Sessions will be videotaped.

Negotiating Profit Sharing & ESOPs, Oct. 16-21—Workshop on designs and approaches to profit sharing and employee stock ownership plans.

The Union Administrator & Business Agent, Oct. 16-21—Study of conflict management, time management, monitoring finances and budgeting.

Effective Grievance Administration, Oct. 16-21—New approaches on improving grievance procedures. Limited to experienced advocates in grievance arbitration.

Labor Law for Organizers, Oct. 23-28—Review of laws governing private sector organizing, election procedure and corporate campaigns.

Labor Relations in the Federal Sector, Oct. 24-28—Overview on the role of staff and officers in unions representing workers in the federal sector. The institute will cover collective bargaining, grievance handling and arbitration.

AFL-CIO affiliates and departments using the campus in September for their own staff training programs are: American Institute for Free Labor Development, Sept. 5-9; Dept. of Research, Sept. 6-8; Human Resources Development Institute, Sept. 6-9; Musicians, Sept. 6-11; Carpenters, Sept. 11-16 and Sept. 18-22; Food & Commercial Workers, Sept. 11-16; Transportation Communications Union, Sept. 11-16; African-American Labor Center, Sept. 18-Oct. 7; Communications Workers, Sept. 18-Oct. 7; AFSCME, Sept. 25-30, and Plumbers & Pipefitters Sept. 25-30.

More information on these programs is available from Janis Underwood, registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Phone 301/431-6400. The programs are open to full-time leaders of all AFL-CIO unions. There is no charge for tuition.

AMERICA'S NEEDS

FOREIGN TRADE

New Law Must Be Enforced

In the 1980s, America suffered massive trade deficits. These deficits have grown for a number of reasons, including unfair foreign trade practices and the absence of strong U.S. policies. Our leaders have simply refused to recognize that other nations do not play by the same rules the United States does.

In addition, trade has suffered from exchange rate fluctuations, differential growth rates among countries, the third world debt crisis, and the actions of multinational firms. Reducing the trade gap will require a multifaceted program. More vigorous trade policies, humane adjustment policies, and the removal of incentives for U.S. companies to move abroad lead the list.

The enormous trade deficit has wiped out millions of jobs. It has devastated local communities and helped push the economy into a risky, fragile state. The trade gap has made the United States the largest debtor in the world, placing a heavy burden on our children, who are likely to have fewer chances for good jobs and live in a slower economy shackled by debt. New policies are needed to reduce America's reliance on foreign goods and to boost domestic output.

In 1987, the nation recorded an overall trade deficit of $171 billion, more than four times the 1980 level. This is the largest trade shortfall ever recorded by a single country, and is largely the result of an unprecedented surge of imports.

Even more alarming, America's trade balance for manufactured goods alone has gone from a surplus of $17 billion in 1980 to a deficit of $154 billion last year.

The much heralded ''improvement'' seen in the 1988 trade picture rests on shaky ground. Even if this slightly positive trend continues, the nation will have a deficit in the range of $140 to $150 billion for 1988, and a deficit of more than $100 billion for years to come. Clearly, these imbalances are a drain on America. New policies are needed if there is to be any hope of substantially reducing the trade deficit.

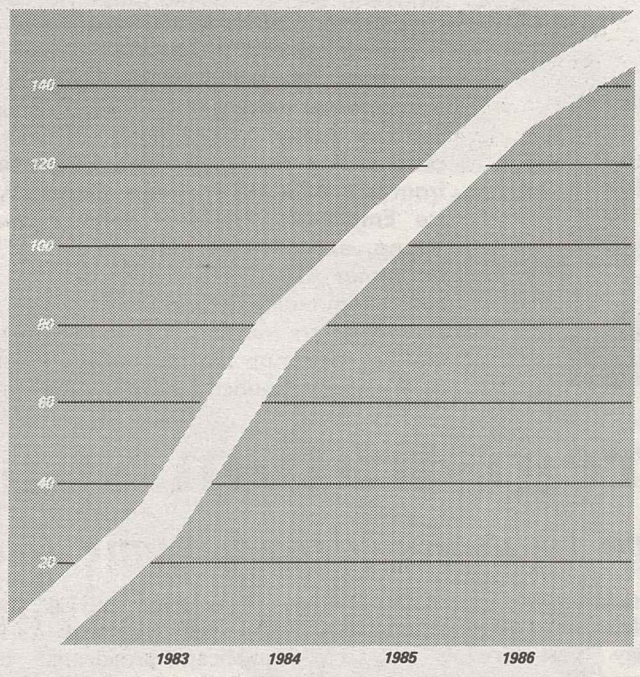
Beyond the immediate problem caused by the trade deficit is the pernicious legacy for future generations. During the 1980s, America has gone from being the largest creditor nation in the world to the largest debtor. To pay for the ever-increasing volume of imports, it has had to borrow from abroad. Other countries have, in essence, been lending us money to buy their products. At the end of 1987, the net U.S. debt position stood at some $386 billion—more than the combined debts of Mexico, Argentina, and Brazil.

Even with an improving trade balance, U.S. debt will reach $1 trillion by the early 1990s and interest payments alone will exceed $50 billion a year. These funds will not be available for badly needed domestic investment.

The AFL-CIO has urged a variety of policies to reduce America's trade deficit and provide aid to workers injured by trade. Many of these proposed changes are in the recently enacted trade bill. Significantly, this legislation will provide a new Administration with more effective tools to counter other countries' unfair trade policies, establish the denial of worker rights as an unfair trade practice, improve trade adjustment assistance and other dislocated worker programs.

Beyond this, the AFL-CIO has proposed programs to address the third world debt crisis through partial loan forgiveness, policy changes that would remove incentives for offshore production by U.S. firms, laws and regulations to monitor and review the amount of foreign capital flooding American markets, and help for specific industries such as textile and apparel, shoes, steel, and autos.

U.S. TRADE DEFICIT IN MANUFACTURED GOODS—1982-1987



IN BILLIONS OF DOLLARS — SOURCE—DEPARTMENT OF COMMERCE

Dukakis

The Democratic platform argues that America needs more trade, fair trade and an ''Administration willing to use all the tools available to better manage our trade. . . .''

Dukakis rejects the Adminstration's do nothing approach and urges an end to ''unfair trade practices that subsidize foreign goods and close markets to U.S. products. . . and temporary relief from foreign imports for particular American industries, if those industries are committed to investing and modernizing. . . .'' He has advocated working ''to develop a creative and flexible response to the international debt crisis. . . .'' and to increase investment in schools and good teachers, training, infrastructure, technology investment and regional development to improve America's industrial strength. In addition, Dukakis wants to help small business enter the export market.

Dukakis in his AFL-CIO video said: ''Just as you fight for a decent contract when you sit down at the bargaining table, I will insist on fairness from our trading partners when we sit down at the negotiation table.''

The Democratic platform endorsed, among other things, advance notice of plant closings and the view that ''worker rights are important human rights abroad as well as at home. . . .''

Bush

The current Administration completely ignored America's growing trade problem until 1985 when the dollar reached damaging record highs.

Unfortunately, the Administration's response centered principally on a largely unproductive reliance on exchange rate policy. Recently there has been heightened trade policy rhetoric but unfair trade retaliation only for semiconductors. International trade negotiations have focused on services, investment and agriculture—not manufacturing, despite massive job losses in the U.S. manufacturing sector in recent years.

This Administration has opposed strong trade legislation and effective worker rights provisions, despite a torrent of imports and despite evidence of oppression of foreign workers in their own countries and the inability to organize and bargain collectively for fair wages and decent working conditions.

In 1986, the Administration vetoed the Textile & Apparel Trade Relief legislation, and is again opposing such legislation in 1988.

Earlier this year, the Administration vetoed the Omnibus Trade Bill passed by bipartisan majority in Congress, citing opposition to the advance warning of plant closing provisions. Ignoring the cases of individual hardship caused by job losses in cities and towns across the country and the impact of plant closings on local economies, Reagan called for ''voluntary'' measures to inform workers of plant closings in lieu of mandatory measures demanded by workers. Later the Administration grudgingly allowed a separate plant closing bill to become law and signed the Omnibus Trade Bill in an effort to avoid embarrassing Republican candidates in an election year.

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Court slaps OMB veto of hazard warnings

By Arlee C. Green

The AFL-CIO welcomed the judicial reins put on the White House Office of Management & Budget by an appellate court ruling that stripped away the presumed authority the OMB used in rewriting federal regulations it disliked.

The ruling by the 3rd Circuit U.S. Court of Appeals requires the Occupational Safety & Health Administration to put into effect portions of the federal hazard communications standard that OMB killed.

"It's time someone put the brakes on OMB to keep it from stepping on the regulatory mandates of the federal agencies," AFL-CIO safety director Margaret Seminario said. "Hopefully, this will limit the interference of OMB in the duties of OSHA and other agencies in the future."

She noted the battle to get a hazard communication rule covering all workers was lengthened by OMB. It also bottled up labeling provisions of the formaldehyde standard. The wider implication of this ruling, Seminario said, is that those provisions should now go into effect, too.

The OMB, citing authority under the Paperwork Reduction Act of 1980, regularly questioned the judgment and goals of federal regulatory agencies, blocking provisions that did not meet its own goals. Throughout the Reagan Administration, OMB frustrated attempts by OSHA to issue a comprehensive hazard communication rule.

Persistence required

The 3rd Circuit ruling noted that the Steelworkers and the Public Citizen Health Research Group had to again ask the court to enforce its 1985 order that OSHA publish a hazard communication standard covering all industries.

The Reagan OSHA issued a standard in 1983 covering just the manufacturing sector. The appellate court directed OSHA to issue an expanded rule, or explain why it could not. The agency began rulemaking anew, but the USWA and health group challenged the action, resulting in the court ordering enforcement of its earlier ruling.

In August 1987, OSHA issued an expanded standard with three new sections—one requiring employers a multi-employer worksites to exchange material safety data sheets, and two others exempting from the labeling requirements consumer products and drugs regulation by the Food & Drug Administration.

OMB objected to the new provisions and conditioned its approval of the entire standard on OSHA beginning new rulemaking to address its concerns. OMB later agreed to allow the standard to go into effect on May 23, 1988, without the three disputed sections.

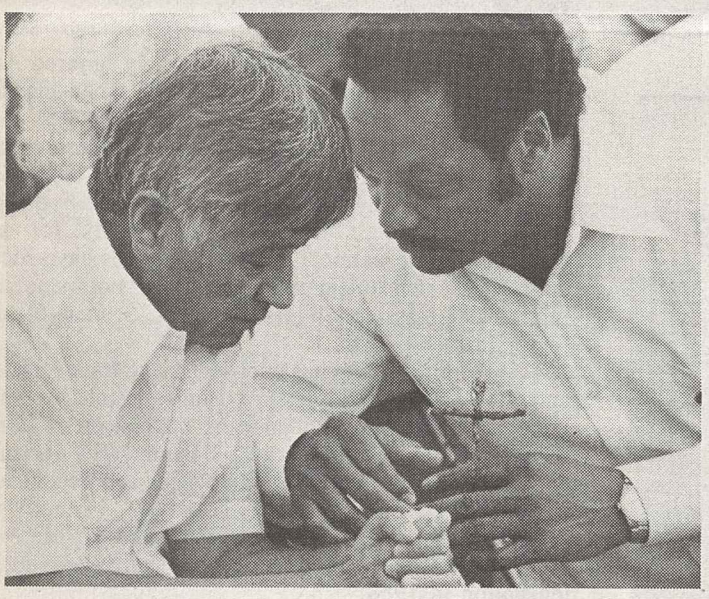
The court decision, written by Judge John J. Gibbons, struck down OMB's disapproval of the three provisions, holding that rulemaking activity by OSHA falls outside the authority of OMB under the Paperwork Reduction Act because it did not require the collection of information and it embodies substantive policy decision-making entrusted to the other agency.

The court noted that in the case of multi-employer worksites, the OSHA rule requires "employers, not to compile, but simply to transmit information to covered employees."

Differing purposes

While the Paperwork Reduction Act is aimed at reducing the paperwork required by the federal government, the "preparation and preservation of MSDSs in the workplace" have entirely different purposes—to "increase workplace awareness of hazards," the court said.

"Nothing in the Paperwork Reduction Act," the court said, "suggests a congressional intention to allow OMB, in the guise of regulating collection of information, the authority to second guess other federal agencies with respect to the kinds of disclosure needed to accomplish substantive policies entrusted to such agencies."



Fast for life

As Farm Workers President Cesar Chavez ends his 36-day fast, he passes a small wooden cross to Rev. Jesse Jackson who then fasted for three days. The continuing fast by trade unionists, clergy and celebrities underscores the UFW table grape boycott and its drive to ban the use of five toxic pesticides—captan, dinoseb, parathion, methyl bromide and phosdrin—in California vineyards. The pesticides have caused numerous deaths and illnesses among the farm worker families in the San Joaquin Valley. Among those paying tribute to Chavez and adding their support to the boycott above are, from left, AFSCME President Gerald W. McEntee, Service Employees President John J. Sweeney, Kenneth Young, executive assistant to the AFL-CIO president, California AFL-CIO Executive Sec.-Treas. John F. Henning, Regional Director David Sickler, and at center, Screen Actors Martin Sheen and Edward Olmos. Union leaders taking up the fast include President Jack Otero of the Labor Council for Latin American Advancement.

Hispanic voter registration spurred

LCLAA in all-out drive to make 'dream come true'

San Antonio—Hispanic voters can make a difference in this election year, and the Labor Council for Latin American Advancement will do its part by making voter registration its top priority.

Voter turnout was the chief focus of a three-day LCLAA convention attended by nearly 500 delegates from unions with substantial Spanish-speaking membership. It was the seventh and largest convention of the 15-year-old organization.

LCLAA President Jack Otero said the council will work with other Hispanic groups on community-based nonpartisan voter registration campaigns, as well as carry on its workplace programs directed at union members.

Target areas will be California, Illinois, Texas and the New York-New Jersey area. LCLAA will cooperate with the nonpartisan efforts of the Texas-based Citizens Organized for Public Service, the California-centered United Neighborhoods Organization, the Midwest/Northeast Voter Registration & Education Project and the Southwest Voter Registration & Education Project.

A parallel theme of the LCLAA meeting was support for the campaign of the Farm Workers to ban dangerous concentrations of toxic pesticides that threaten the health of field workers and nearby communities.

The 36-day "Fast for Life" of UFW President Cesar Chavez turned a national spotlight on the problem and, in a symbolic "passing of the Cross," LCLAA leaders vowed to carry on the struggle.

Otero, who is a vice president of the Transportation Communications Union, began a three-day fast on his return to Washington. LCLAA Executive Director Alfredo C. Montoya, a Steelworker, took up the fast for the next three days. The Rev. Jesse Jackson and other public figures began a "chain of fasting" when Chavez agreed to end his fast and let others carry it on.

Guest speakers

Auto Workers President Owen Bieber, AFSCME President Gerald W. McEntee and Steelworkers Sec.-Treas. Edgar L. Ball, along with State AFL-CIO President Harry Hubbard, were among the labor speakers at LCLAA's convention. Others included San Antonio Mayor Henry Cisneros and Rep. Albert G. Bustamante (D-Tex.).

McEntee and others stressed the pivotal role of Hispanics in closely contested states with large numbers of electoral votes.

"As union activists, you are the point of the spear," he said. As for claims by Republican presidential candidate George Bush that Latinos are getting a bigger share of new jobs, McEntee retorted that "Bush won't mention that they are the lousiest, lowest-paying jobs this society has to offer."

Bieber applauded the conference theme, "Hispanics, Make the Dream Come True," as especially valid in this election year.

By participating in the electoral process, he said, Hispanics "are helping all Americans reclaim the American dream from those who have held it hostage for eight long years."

Without a substantial turnout at the polls, hopes for a better future will remain merely a dream, Bieber warned.

Otero noted that politicians too often "discover" Hispanics during election campaigns but ignore them after they are in office. "We've got to continue rattling the cage until we are heard," he told the delegates.

Television actor Edward Olmos, acclaimed for his role on the Miami Vice series, received LCLAA's Montemayor-Barraza Award, named for two of the organization's founders.

Eastern directed to bargain over bid to slash jobs

A federal judge backed unions at Eastern Airlines—the Air Line Pilots, Machinists and Transport Workers—in blocking the carrier's plan to eliminate 4,000 jobs. Eastern must bargain with the unions over the cutbacks, District Court Judge Barrington D. Parker ruled.

However, Parker also held that Eastern can carry out its plan to shut down its Kansas City hub and end air service to 14 cities.

The 50-page opinion confirmed the unions' position that Eastern's parent company, Texas Air, has undermined that carrier to benefit its predominantly nonunion subsidiary, Continental Airlines. Parker held that Eastern's management has contributed to the carrier's financial instability through questionable loans and ventures which have drained off cash reserves and other assets.

Collusion between managements at Eastern and Continental "was generally for the purpose of assisting Continental and frustrating the collective bargaining representatives of Eastern's employees," the judge said.

"In doing so, Eastern, in concert with Texas Air, transferred its assets, work and work opportunities to Continental," Parker wrote.

Assets shifted

In short, "the record shows that Eastern has served as a lending institution to meet the needs of Texas Air and Continental," he said.

Parker ruled that the Railway Labor Act prevents Eastern from bypassing bargaining with its unions on the issue of layoffs.

"Massive layoffs are not, and shall never be, business as usual," the judge wrote. "The Railway Labor Act requires Eastern to bargain with its unions before taking unilateral action to eliminate 12 percent of its workforce." Eastern has appealed the ruling.

The layoffs include 1,000 TWU flight attendants, 1,000 IAM maintenance and ground crew workers and 500 Pilots.

Meanwhile, the Flight Attendants have sued Midway Airlines Inc. in U.S. District Court for Northern Illinois, charging that the carrier has violated the RLA by failing to bargain in good faith with the AFA. The union said Midway broke off bargaining after the union refused to stop communicating details of bargaining to its members.

The AFA is asking the court to order Midway back to the bargaining table, seeking an injunction preventing Midway from replacing current flight attendants with supervisory passenger service agents.

At Trans World Airlines, the unaffiliated Independent Flight Attendants asked the Dept. of Transportation to block TWA chairman Carl Icahn from acquiring all the carrier's stock. The union is seeking an investigation of Icahn's management methods before he asks shareholders at a scheduled Sept. 7 meeting to agree to sell him their stock.

AFL-CIO news

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UNION YES

60-day notice opens election campaign

Union members across the nation are giving a "60-day notice" to a Republican Administration that has been indifferent to plant closings, mass layoffs and the concerns of America's workers.

With 60 days to go until the Nov. 8 presidential election, pink slips were being handed out at "political plant closing" events, mostly Sept. 9-10, to spotlight labor's register and vote campaign. The goal is a record turnout of union members and their families for an election approximately 60 days away.

The 60-day notice theme highlights the sharply contrasting positions of the Democratic and Republican presidential tickets on the labor-backed bill to require employers to give workers 60 days notice of a plant closing or major layoff.

Michael Dukakis strongly endorsed the bill; George Bush lobbied against it. The Democratic candidate for vice president, Sen. Lloyd Bentsen, voted for it and spoke for it. The Republican candidate for vice president, Sen. Dan Quayle, led the effort to defeat it and voted against passage.

Pink slips—the traditional message of dismissal—distributed at many of the 60-day events serve "fair notice" that an anti-worker Administration is on its way out.

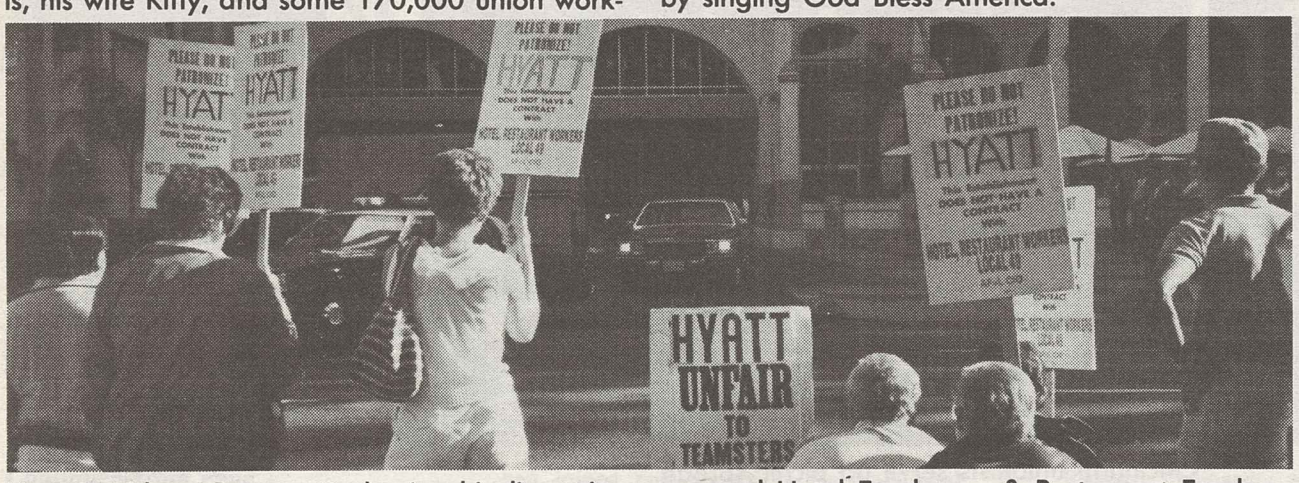
The notice affirms that America's unions "will work to elect a President committed to family concerns, to quality jobs, to community needs. To fair trade. To better education, job training, health and housing. To decent and affordable child care. To worker rights and equal rights."

And it pledges, "We will work to elect Michael Dukakis President of the United States and Lloyd Bentsen Vice President."

It's a message that will be brought to a "registration party" in Oklahoma, a statewide rally in North Carolina, to nine locations in Alabama, to job sites throughout Illinois, to centers in Nevada and California, in mailings to 12,000 union activists in Missouri—just as a sample.

The election countdown is under way.

Democratic presidential candidate Michael Dukakis, his wife Kitty, and some 170,000 union workers open Labor Day rally in Detroit's Hart Plaza by singing God Bless America.



Vice President George Bush zips his limousine past pickets from the Teamsters, Service Employees and Hotel Employees & Restaurant Employees at the Hyatt Hotel in Sacramento, Calif.

Labor Day rallies spur Dukakis vote

Workers on the march

By Candice Johnson

America's workers and their families celebrated Labor Day 1988 with an eye on the November elections. The parades, picnics and rallies held by unions and AFL-CIO bodies showcased the nation's trade union movement and also relayed a strong message of support for Democratic presidential candidate Michael Dukakis.

In Detroit, 170,000 union members marched to Hart Plaza, where they welcomed Dukakis for the traditional opening of the presidential race.

Dukakis pledged that his administration would be dedicated to bringing prosperity "to every home in America," and countering the economic squeeze on working families.

Choosing sides

AFL-CIO President Lane Kirkland reminded the crowd that Republican ticket of George Bush and Dan Quayle is not on the side of workers and their families. "They won't forget whose side they are on, and don't you forget it either," he warned.

"When Mr. Bush said he'll create 30 million more jobs in eight years, once again he stepped into deep economic voodoo," Kirkland quipped. "This is the same man who said that the loss of 225,000 jobs just last month was 'statistically irrelevant,' " he noted.

Kirkland speculated that the new jobs would probably be created overseas—in Japan, Mexico and other countries—along with the millions of good-paying American manufacturing jobs that already have been lost under Reagan Administration trade policies.

Workers turn to their unions, shop stewards and business agents when they need help on the job "and they turn to each other to build a better life," he said.

Detroit police estimated that the crowd of marchers and onlookers exceeded 170,000. But the Washington Post reported a crowd of just "several thousand."

AFL-CIO Sec.-Treas. Thomas R. Donahue served as grand marshal of the Chicago parade, which kicked

Continued on Page 3

Reagan job shift carries deep pay slash

Congressional study spotlights $10,000-a-year gap

Good-paying jobs were replaced by lower-paying jobs during the Reagan Administration, a new study by the Joint Economic Committee of Congress concludes.

It shows a stunning gap of $10,000 a year for affected workers that Committee Chairman Paul S. Sarbanes (D-Md.) described as "a significant drag" on the nation's economy.

The employment growth of which the Reagan-Bush Administration brags has been in the service and retail sectors, "especially eating and drinking establishments and temporary help services," Sarbanes noted.

Battered by imports

Lost jobs are predominately in manufacturing industries battered by imports and in fields such as railroad transportation, oil production, mining and communications.

In terms of wages alone, the new jobs are in industries that pay an average of $7,039 a year less than the lost jobs.

Counting total compensation—including the value of health, pension and other benefits and employer contributions to social security—the gap widens to $10,404.

The expanding industries paid an average of $19,154 in wages and $2,829 in

Continued on Page 3

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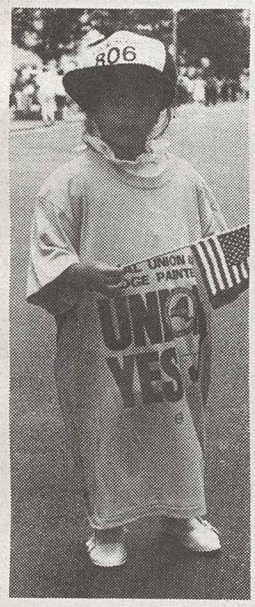
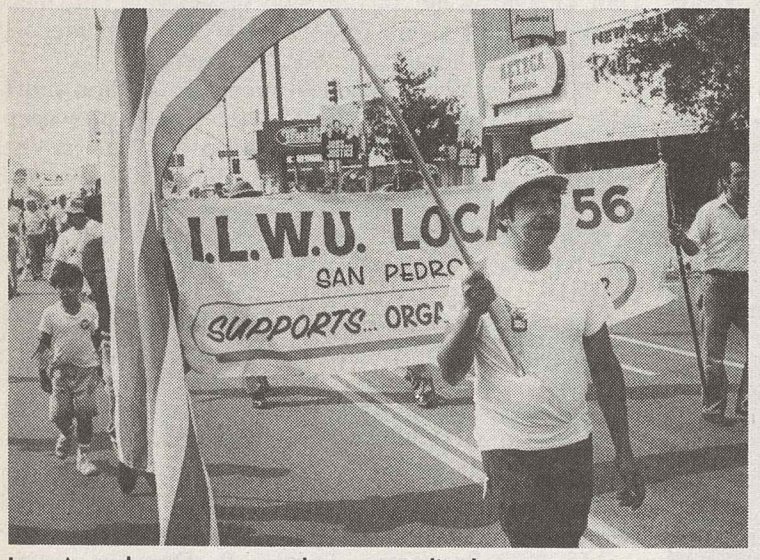


Union members swell New York's hour-long parade.

Salute to America's workers

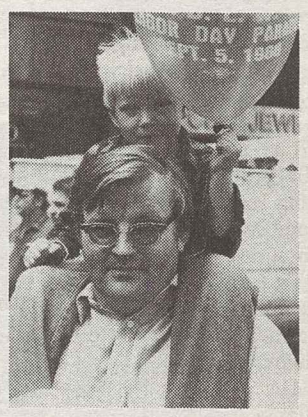
AFL-CIO Sec.-Treas. Thomas R. Donahue, Chicago AFL-CIO President Robert Healey and State Federation President Robert Gibson lead parade.

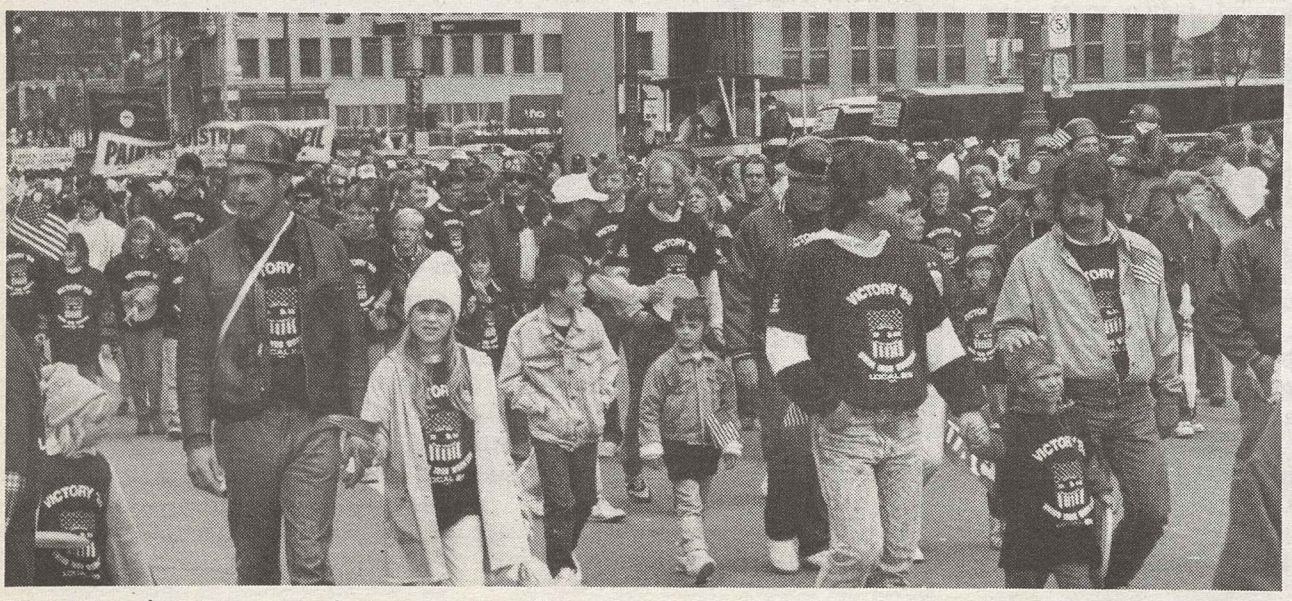
Dukakis greets Labor Day crowd in Detroit.



Los Angeles area marchers step lively.

Cincinnati unionists serve up picnic spread.





Detroit's Labor Day parade is a family affair.

ILGWU President Jay Mazur with New York's Cardinal John O'Connor.

Workers don't buy Bush's fishy campaign pitch

By David L. Perlman

Vice President George Bush tried to reach out to America's workers in the traditional Labor Day start of the election countdown, but had some difficulty making connections.

While Michael Dukakis was speaking to cheering union workers in Detroit's Hart Plaza, Bush had to compete with Mickey Mouse and a parade of comic cartoon characters at Disneyland.

Later, at a San Diego photo opportunity, Bush soiled what was described as a "long-sleeved, monogrammed blue dress shirt and red striped tie" while struggling to filet sea bass for the cameras. "You guys got a good dry cleaner around here," he asked the bemused fishhouse workers.

Actually, the campaign was under way even before the Democratic and Republican conventions, but political tradition is that voters start paying closer attention after Labor Day.

Bush tried again the following day, and got the most frigid reception of his campaign from union shipyard workers in Portland, Ore., who had been given time

Wrong audience

Jeers greeted his claim of a booming economy under the Reagan Administration and his warning that "liberal Democrats" would take it all away. Newspaper reporters came away with pungent quotes from workers whose experience with Reagan prosperity has been pay cuts and givebacks.

After his speech, the Baltimore Sun reported, Bush bought a sandwich from a lunch truck and ate it with some workers. One of them challenged him to explain why his wages have been cut from $13.36 to $9.50 an hour during the Reagan Administration.

"You're going through a competitive change," the Republican presidential candidate explained.

In Niles, Ill., meanwhile, Dukakis spoke over staged disruptions to tell a supportive Polish-American audience that his Republican opponents "don't understand that Solidarity isn't just a beautiful word in Polish. Solidarity is also a beautiful word in English."

The Administration, he charged, has "spent the last seven years trying to break unions and pit management against labor."

Most voters were getting only 30-second snippets of the campaign on television news programs, but Bush made no secret of his preference for keeping it that way.

Bush scuttled a plan drawn up by Democratic and Republican party leaders for a series of four debates stretched out over the course of the campaign. He insisted on only two debates—to be compressed in a time span almost entirely blocked off for television coverage of the Olympics and the World Series.

Bush 'disadvantaged'

The explanation from the Bush camp was that Dukakis would have the advantage in a debate because he's a better debater. The explanation also gives the Republicans the opportunity to paint their candidate as an underdog. That script would allow Bush to be proclaimed a "winner" if he didn't actually fall on his face in a debate with Dukakis.

New rise in jobless rate jars claims of prosperity

Workers not 'statistically irrelevant'

A quarter of a million persons were shunted to the jobless rolls last month while millions more continued an unsuccessful search for good-paying jobs.

A two-tenths of 1 percent jump in the unemployment rate to 5.6 percent brought the official count of jobless workers to 6.9 million, the Labor Dept. reported. Another 5.2 million persons are working part-time because they cannot find full-time jobs and 900,000 discouraged workers have abandoned their search.

When those workers are added into the unemployment equation, the real rate of joblessness—affecting 12.9 million Americans—would have hit 10.5 percent last month, the National Committee for Full Employment calculated.

AFL-CIO chief economist Rudy Oswald took issue with Vice President George Bush's comment that the surge in joblessness is "statistically irrelevant." For the additional 225,000 jobless workers, "the jump in unemployment is far from irrelevant—they cannot find work," Oswald stressed.

"For those able to find a job, it wasn't work in the good paying manufacturing sector but in the poor paying service sector," he added. The Labor Dept.'s survey of businesses showed a loss of 5,000 manufacturing jobs last month, with increases in services, wholesale and retail trade and local government operations.

While joblessness is on the upswing, the number of persons receiving unemployment compensation continues to drop. AFL-CIO benefits specialist James Ellenberger said that only 29.4 percent of unemployed workers in August received any benefits, down from 30.4 percent in July.

For the long-term unemployed—those jobless for more than 27 weeks—the picture was even more grim, he noted. Under the federal government's "trigger system" for determining the payment of extended benefits, no state now meets the eligibility requirements to provide extended benefits, although more than 800,000 workers are counted as long-term unemployed, he said.

Fewer hours

Oswald noted that the average workweek declined two-tenths of an hour for manufacturing workers to 41 hours and three-tenths of an hour for workers in all sectors to 34.6 hours. The declining workweek is frequently a harbinger of a downturn in the economy, Oswald said. Average hourly earnings remained unchanged and continued the squeeze on workers' pocketbooks, he said, noting that in real terms, workers' buying power had declined by five-tenths of 1 percent over the past 12 months.

The unemployment rate for men jumped four-tenths of 1 percent to 4.9 percent and declined to 4.8 percent for women. Blacks suffered more than twice the level of joblessness as whites, with black unemployment remaining stagnant at 11.3 percent. The average length of unemployment also increased, to 13.7 weeks from 12.9 weeks in June.

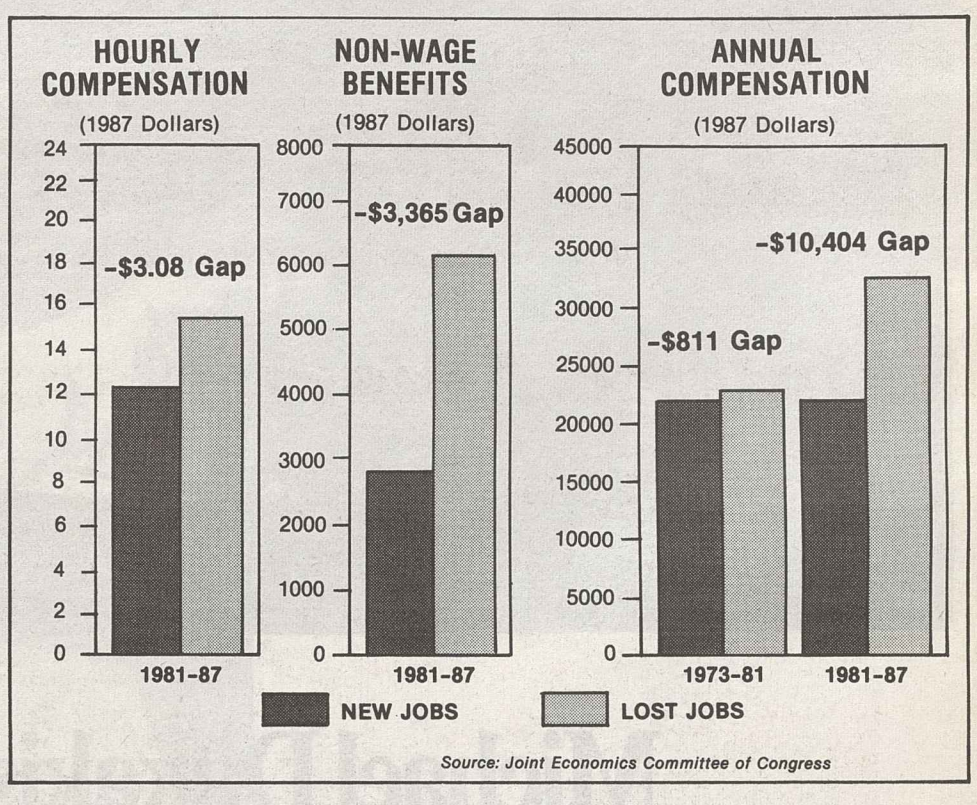
Joblessness increased in nine of the 11 states reviewed by the Labor Dept. last month, led by a 7.4-percent unemployment rate in Michigan and 7 percent in Illinois. As of June, joblessness in Louisiana was 10.5 percent; West Virginia, 8.8 percent; Alaska and New Mexico, 8.7 percent, and Kentucky and Mississippi, 7.8 percent.

Houston next

The next AFL-CIO regional conference will be held in Houston Sept. 23-24 to bring together federation officers and union members from 10 southern and southwestern states.

The focus will be on labor's legislative agenda and political action efforts in the presidential and congressional election campaigns.

The kickoff conference is being held in Atlanta Sept. 9-10.



Reagan job shift imposes $10,000-a-year pay slash

Continued from Page 1

benefits. At the bottom end were the nearly one million new jobs in eating and drinking establishments with an average wage of $6,469 a year.

The shrinking industries averaged $26,193 in wages and $6,194 in benefits. They're the jobs that in the past have allowed workers to become homeowners and send their kids to college.

Some other findings:

- The employment and industry shifts that took place in the 1981-87 period amounted to a $9.3 billion a year setback to the economy.
- Employer contributions to private pension and health insurance for workers was nearly three times higher in the job-contracting industries than in expanding areas of the economy.
- While every period has its expanding and declining sectors, the gap was never so great. It was more than 12 times wider in 1981-87 than in 1973-81.

A separate report by the JEC's Subcommittee on Economic Resources & Competitiveness shows a worsening disparity between the relative prosperity of the eastern and western seacoasts and a stagnating "heartland" region consisting of all other states.

The study, released by Subcommittee Chairman David R. Obey (D-Wis.), updated a 1985 report that showed the supposedly recovering "rustbelt" states lagging behind the national average in terms of personal income growth.

These states lagged even further behind last year, the new study revealed, despite a rise in employment.

Labor Day rallies bolster support for Dukakis

Continued from Page 1

of the Chicago parade, which kicked off the Labor Day weekend. Joining Donahue in the front ranks were Presidents Robert Gibson, State AFL-CIO, and Robert Healy, Chicago federation, Rev. Jesse Jackson and Labor Sec. Ann McLaughlin.

The noon march, sponsored by the Chicago AFL-CIO, included 150 floats, bands and marching units. Using "Union Yes" as a theme, local unions created floats that showed the diverse talents and jobs of union members.

Nearly a quarter of a million people watched the New York parade, with grand marshal Jay Mazur, president of the Ladies' Garment Workers, leading 500 units of union marchers, bands, floats and displays.

At the head of the parade were Presidents John J. Sweeney, Service Employees; Jack Sheinkman, Clothing & Textile Workers, and Sandra Feldman, Teachers Local 2, and Rev. Jesse Jackson. Before the march, political leaders including Gov. Mario Cuomo and Sen. Daniel P. Moynihan joined participants in the traditional Labor Day breakfast.

Buses from communities in western Pennsylvania rolled out early on Labor Day, bringing union members to the start of the Pittsburgh parade. More than 31,000 marchers joined the two-and-one-half-hour parade, led by marshal Paul Stackhouse, president of the Allegheny County AFL-CIO. Some of the marchers pushed their children along in strollers, while contingents of retirees also lined the Fifth Avenue route.

Jobs theme

Many of the floats carried a political message combined with the parade's theme "put America back to work." One took a jab at Bush's election-year interest in environmental issues. Signs and banners called for "dignity for working people" and "jobs with justice."

More than 4,000 marchers joined the St. Louis parade, showing the crowd of onlookers that "America works best when we say Union Yes." Led by grand marshal Rep. Richard Gephardt, union members demonstrated their jobs in floats sponsored by local unions and employers. A float by the Union Label & Service Trades council featured voting machines reminded watchers of the importance of the elections.

In Kansas City, union members also celebrated Labor Day with a trip to the ball park for the football season opener, in a special labor-management project to benefit terminally ill children. Donations from each ticket sold benefitted the Dream Factory for seriously ill children.

Cleveland union members lined up behind grand marshal and Screen Actor Ed Asner, with nearly 400 units of marchers, bands and floats joining in the two-hour parade. Participants then gathered in Heritage Park as the Cleveland AFL-CIO buried a 100th anniversary time capsule filled with historical mementos.

Nearly 1,000 union members joined the Labor Day breakfast in Los Angeles, sponsored by the Catholic Labor Institute.

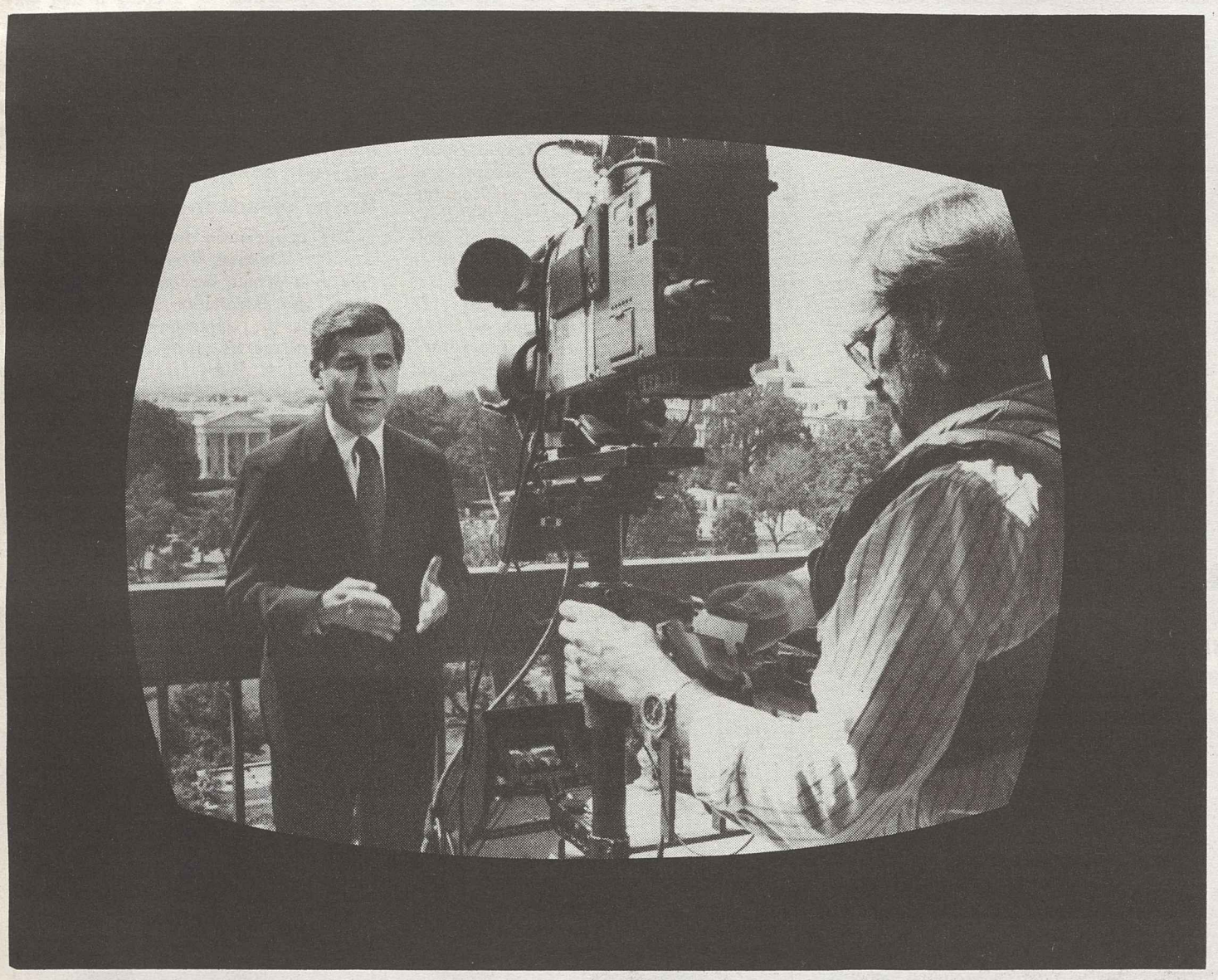
Labor Day breakfasts also were held by the San Diego-Imperial Counties, Santa Clara County and San Francisco federations, and nearly 1,000 Los Angeles area union members joined a march to Banning Park for music and speeches. A picnic was held by the Alameda County AFL-CIO, the San Francisco federation sponsored a trip to the ballpark and the Santa Cruz AFL-CIO held a picnic.

Family picnic

Union members in Bloomington, Ill., marked the day with a softball tournament, while a labor fest picnic in Racine, Wis., featured music, speeches, and a Mr. and Mrs. Solidarity contest.

The Camden, N.J. AFL-CIO held a breakfast and wreath-laying ceremony at a statue honoring Peter J. McGuire, a founder of the Carpenters.

The Toledo United Labor Committee sponsored a blood donor drive to mark the holiday, in cooperation with the Red Cross. Union members then joined a Labor Day march and picnic. In St. Paul, Minn., union members gathered for their first annual celebration and picnic.



Michael Dukakis to Workers: 'I Need You . . . the Nation Needs You'

"It's Time to Say Yes," a 12-minute video produced by the Labor Institute of Public Affairs, calls on union members to "volunteer for victory" in the November election by joining in COPE education and registration efforts. Those activities include staffing telephone banks, handing out literature, preparing mailings, canvassing door to door, and joining in voter registration and Election Day drives.

Following the General Board's endorsement of Democratic presidential candidate Michael S. Dukakis, the Democracy at Work focus shifted to voter registration, political education, and get-out-the-vote among union members and their families.

In the video, Dukakis outlines his goals—quality jobs, education, child and family care, health insurance. It includes highlights from the General Board's endorsement of Dukakis and shows federation staff volunteers in a simulated phone bank operation.

Michael Dukakis: When the process for selecting a new resident of the White House began in earnest 14 months ago, you in the AFL-CIO pointed out that "in our democracy, it's right for the people to know what the person who wants to live here, wants to do here."

As part of the AFL-CIO's Democracy At Work project, I joined with the other candidates in speaking to union members all over America in the first Presidential forum. I asked you to examine my record as Governor. And I shared with you what I believed to be the most important job of the next President:

"Creating opportunity for every American—that will be my first and most important job as President. I'm a union member, and I've had the support of organized labor throughout my entire political career. I hope to win your support. I need you and the nation needs you."

Announcer: During the primary season, two questions were raised over and over by the press: Would working people have a role in the political process? And would labor endorse a candidate? At the Democratic convention in Atlanta the first question was answered with a resounding "Yes!" Nearly 20 percent of the delegates carried AFL-CIO union cards.

Lane Kirkland: Throughout this long political campaign, the labor movement was asked "Who will be our candidate?" Our answer was simple. We said that our first step would be to provide the members of our unions and their families with as much information as possible on the contenders. No one tells union members how to vote. Our members and their families make up their own minds. We do work to make sure that our members and their families register and exercise the right to vote.

Now we have our candidates. Democracy is at work in our trade union movement. The AFL-CIO has voted to endorse Michael S. Dukakis as our choice to be the next President of the United States and Lloyd Bentsen to be our choice as Vice President.

We've known Michael Dukakis and Lloyd Bentsen for some time. We've seen how our brothers and sisters in Massachusetts worked with the Governor in passing landmark legislation . . . everything from plant closing notice to statewide health insurance and stronger workplace health and safety rules. He's lowered the unemployment rate without losing sight of the quality of the jobs . . . as he put it . . . jobs you can raise a family on, jobs you can build a future on, jobs you can count on.

Dukakis Speech to AFL-CIO General Board: My friends the next president of the United States must be an economic leader, not a cheerleader. He must do more than just talk about creating jobs. He must be a president who knows how to build a strong economy and has done it. A president who knows how to create and save jobs and has done it. A president who knows what a balanced budget is and has balanced them. A president who has the strength and the vision and the values to build a strong and vibrant future for America. We want a National Labor Relations Board that will insist on justice and fairness for the workers of this country. And OSHA inspectors who will inspect our plants and our factories as if their lives depend on it. Isn't that the kind of America we all want?

We are realistic and practical people. But we believe with all our hearts in a dream. A uniquely American dream. A unifying dream. A dream of opportunity for each and every citizen in this land no matter who they are or where they come from or what the color of their skin. My friends there are no shortcuts to the American dream. The best America doesn't hide, we compete. The best America doesn't waste, we invest. The best America doesn't leave anybody behind. We bring everybody along. And the best America isn't behind us. The best America is yet to come. Thank you all very, very much.

(Dukakis walks through phone bank where volunteer is talking on the phone to a union member.)

Volunteer: We appreciate your support of Dukakis for President. Would you volunteer to work in your COPE activities to help elect him? That's great. We'll send you a volunteer pledge card immediately.

Dukakis: Sometimes these days with all the talk about political strategy, and campaign consultants, and TV commercials, we tend to forget who really makes the difference in elections.

It's you . . . when you cast your ballot on election day. And even more so if you'll volunteer in our campaign. Don't let anybody tell you that this is all just a world of TV. You can make a difference. So when your union calls and asks you to volunteer and contact your brothers and sisters, I hope you'll do it. We need you.

We need you to register voters, to operate telephone banks and to get out the vote. We need people who are tired of eight years of this Administration's saying no to working people and want to elect new leaders who will say yes to education, and yes to child care, and yes to quality jobs. So let me take a few moments to explain in more detail.

I think it's time to take a hard look at the Republican ticket. They want you to listen to the rhetoric but they don't want you to look at the record. That's because it's been a record of tax breaks for the wealthy and

saying "no" to American workers, to their families and to their communities.

Eight years of borrow and spend. More debt than all of the presidents from George Washington to Jimmy Carter combined. *(graphics on screen)* The world's largest lending nation eight years ago is now its biggest borrower. And what does it mean for us? Higher interest rates on home mortgages, car loans, and family farms. Another Republican tax on middle America.

Now some say we can't meet these challenges that we face. I say we haven't tried; because if we work together we can do better.

You know, the foundation of the American family hasn't changed. It's still, as it always has been, good jobs. Quality jobs. Jobs with a future. Over the past eight years, millions of American workers have lost good-paying manufacturing jobs. And those jobs can't be replaced by part-time work, minimum wage jobs, jobs with no health or retirement benefits. American workers deserve something better than a fast food future.

And when people lose their jobs because of plant closing and layoffs, it has a devastating impact on them and their families and their communities.

That's why the plant closing bill was so important. That's why the new trade bill is so important. And I'm proud that Democratic leaders like Lloyd Bentsen made sure that both the trade bill and the plant closing legislation became the law of our land.

I believe in plant closing legislation because I've seen it work. In Massachusetts, we have one of the only comprehensive plant closing and retraining laws in the country. We've not only helped workers and their families find good new jobs. We've saved over 200 companies and thousands of jobs thanks to the new law. And that's the kind of leadership we need in Washington.

Just as you fight for a decent contract when you sit down at the bargaining table, I will insist on fairness from our trading partners when we sit down at the negotiating table.

And I believe that the family is the most important institution in our society. But as all of us know, today's family is different from the family of 100 years ago. Both parents work. Too many of our families are single parent families. They need child care and better health care and support when elderly parents get sick. I don't have to tell you what's happened to the cost of a college education in this country. And I don't want ever to see an America where hard working parents fear that the American dream of creating a better future for their children is slipping away.

I believe it's time to say yes to working mothers and fathers. We need pay equity. We need parental leave legislation. We need the Act for Better Child Care so that working mothers and fathers will never have to choose between a good job and their love for their children. We're going to invest in our children—because they are our future.

The greatest uncertainty that families face is the fear of serious illness—and its cost. Today 38 million of our fellow citizens—most of them members of working families—don't have a dime of health insurance.

We're going to change that in January of 1989. We're going to do what my state has done—pass legislation guaranteeing basic health insurance for every family.

Just as we have to strengthen families at a time when both parents have to work, we also have to rebuild our communities after years of neglect. We don't have adequate housing, safe drinking water or a clean environment. Our current administration says "no." I say we must invest in good highways and bridges and mass transit and in good water and sewer systems—because it's those investments that make it possible for communities to grow.

We don't have affordable housing in many parts of this country or decent health care or child care not because we can't afford it but because we haven't tried. With your help we're going to have decent and affordable housing for every family and end the shame of homelessness in America.

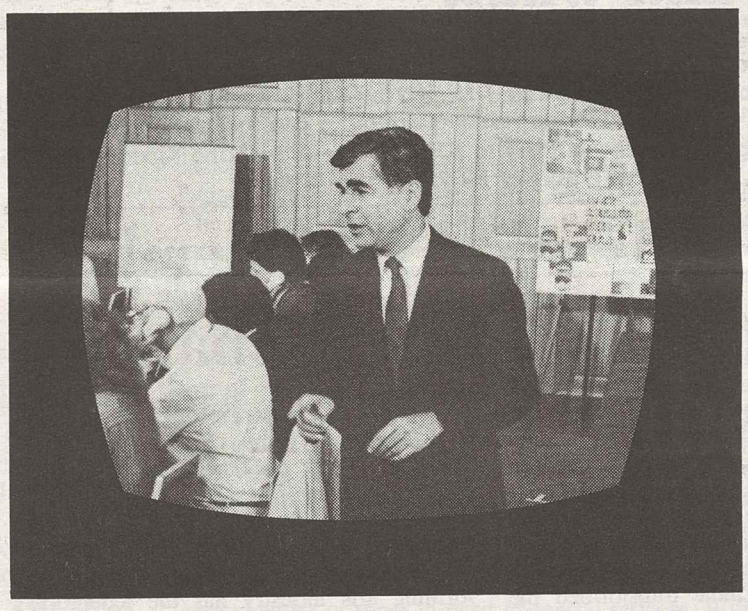
And we can put a lot of people to work building that housing—so that young families can look forward to owning their own home—at a price that they can afford.

Dukakis Walks to AFL-CIO Balcony Overlooking White House. It's time to build a future for our children. Time to exchange "voodoo economics" for can-do economics. Time to build that future on an economic foundation that is strong and solid, not on a fiscal house of cards. Time for an administration that makes sure that the ethics office is in the Oval Office, not someplace down the hall.

You know, as I stand here in the AFL-CIO headquarters looking across Lafayette Park to the White House, I'm reminded of just what an enormous gulf there has been between working men and women in this country and the White House over the past eight years. Lloyd Bentsen and I want to change that. We want to be good neighbors and good partners. We want to work with you to forge a new era of greatness for America.

It's not going to be easy to change the direction of this country. Democracy takes work. That's why we need you to be a volunteer for victory on November 8th. Here's what you can do to elect Michael Dukakis and Lloyd Bentsen.

When your sisters and brothers ask you to go canvassing door-to-door, say Yes.

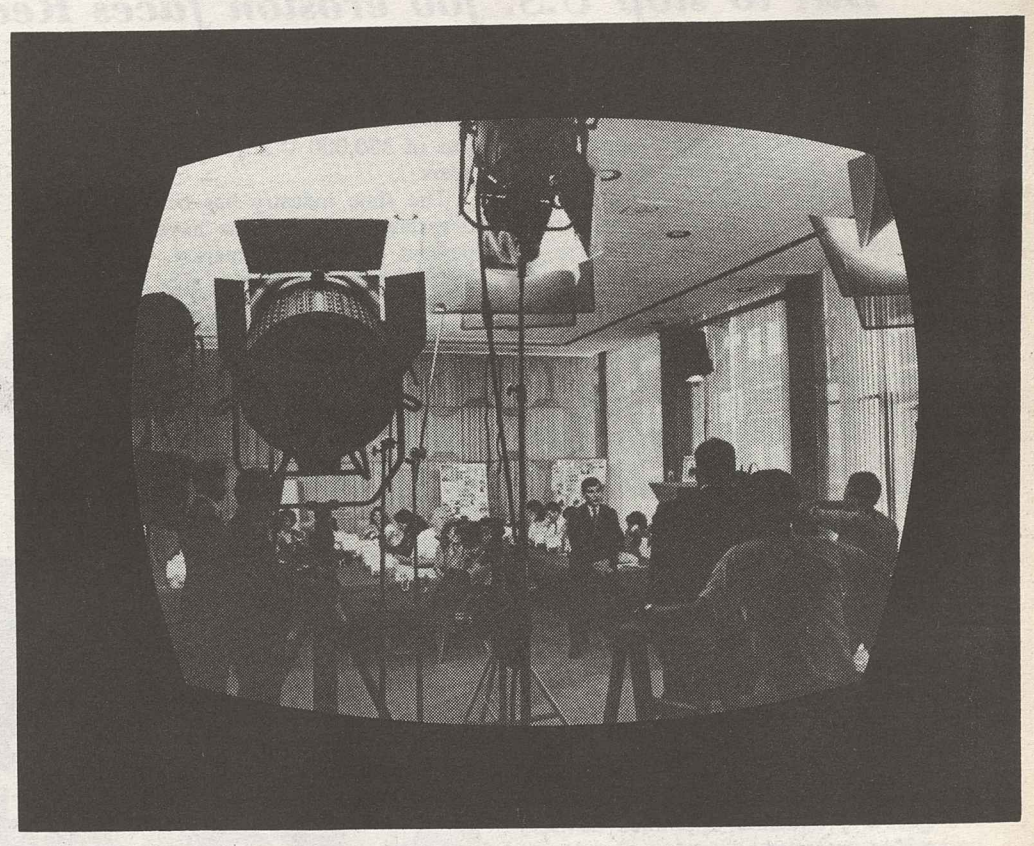


When they ask you to register to vote and enroll other union members, say Yes.

When they ask you to volunteer to help in operating telephone banks. . . handing out literature. . . preparing mailings. . . say Yes.

And when your co-workers gather to discuss election issues, say Yes.

So that when the time comes to vote, it'll be time to say Yes to Michael Dukakis and Lloyd Bentsen.



Copies of the 12-minute video, "It's Time to Say Yes," are available from the Labor Institute of Public Affairs. AFL-CIO affiliates and state and local federations may place orders for individual or bulk copies with Karleen Garland at LIPA, 202/637-5334. The cost is $3.75 per cassette.

Volunteer Pledge Card—Count Me In

Yes, I want to get involved in our union political programs to help elect candidates who'll fight for our jobs, our families and our future.

Name (Last) (First) (MI)

Address Apt. No.

City State Zip Code

Telephone Number:

Home: (☐☐☐) (☐☐☐) - (☐☐☐☐)

Work: (☐☐☐) (☐☐☐) - (☐☐☐☐)

My Job Preference Is:

- ☐ Telephoning
- ☐ Door-to-Door Canvassing
- ☐ Election Day Work
- ☐ Leafletting
- ☐ Letter Writing
- ☐ Lobbying
- ☐ Transportation
- ☐ Clerical
- ☐ Other_____

I Can Work Regularly:

- ☐ Monday
- ☐ Tuesday
- ☐ Wednesday
- ☐ Thursday
- ☐ Friday
- ☐ Saturday
- ☐ Sunday
- ☐ Anytime

Between:

- ☐ 9 - 1
- ☐ 1 - 5
- ☐ 5 - 9
- ☐ Anytime

Signed _____ Date _____

AFL-CIO Committee on Political Education

Senate backs textile import curbs

Bill to stop U.S. job erosion faces Reagan veto threat

The Senate squelched a filibuster threat and cleared the way for passage of a labor-supported, Administration-opposed bill to slow the floodtide of textile, apparel and shoe imports. A similar measure passed the House last year by a 263-156 vote.

A 68-29 vote to limit debate assured Senate passage. It will then be up to the House to decide whether to accept the Senate bill or send the measure to conference in the crowded final month of the session.

Both versions would set quotas on each category of textile imports, allowing imports to rise 1 percent a year from 1986 levels—comparable to the level that was supposed to have been achieved through a loophole-ridden 1974 agreement.

That agreement, called the MultiFiber Arrangement, hasn't worked. It left a trail of closed mills and factories to attest to the loss of 350,000 U.S. jobs in the past eight years.

The shoe industry has been even more devastated, and imports have captured 81 percent of the U.S. market. The pending legislation would hold shoe imports to 1986 levels.

Veto threat

Despite substantial bipartisan support and changes made in the bill to overcome objections raised to earlier versions, the legislation faces an almost certain veto by President Reagan after it clears Congress. Reagan vetoed a similar bill in 1985.

A feature of the Senate bill not in the House version is designed to alleviate farm state fears of possible retaliation against American agriculture by nations angered at textile quotas. It would give proportionately larger quotas to nations that increase purchases of U.S. farm products.

The House, meanwhile, began debate on a politically charged bill to strengthen the nation's efforts to eradicate drug abuse and toughen penalties against drug dealers.

The AFL-CIO, carrying out a convention mandate, is opposing an attempt by the gun lobby to delete from the bill a requirement for a seven-day waiting period for persons seeking to purchase handguns. The waiting period has the strong support of police forces across the country.

Federal worker pay panel urges higher increase

The 4.1-percent raise that federal workers will receive in January is too little and too late, a presidential-appointed advisory committee protested.

Its report reflected many of the objections raised by the Government Employees and other federal worker unions to the Reagan Administration's scuttling of the principle of pay comparability with private-sector jobs.

The government's own survey shows that federal worker salaries have slipped 26 percent below pay for comparable private jobs, but the Reagan Administration claims that the survey uses flawed methodology that overstates the pay gap.

Government Employees President John N. Sturdivant took sharp exception.

"This is yet another example of the Administration's failure to accept reality and deal with it responsibly," Sturdivant said. "What is needed," he urged, "is a comprehensive pay reform law that will attract the most talented and capable people to government service and keep them there."

Sturdivant said the AFGE will press in the next Congress for a pay reform law "that would fully compensate government workers for the jobs they perform and which would include collective bargaining in the pay setting process."

Pay reform

The Advisory Committee on Federal Pay, a part-time body whose members are appointed by the President to staggered six-year terms, recommended adding 4 percent to the 1989 raise—totaling 8.1 percent. It proposed that the gap be further reduced over each of the next four years by adding 4 percent to the amount necessary to keep up with cost-of- living and wage increases.

The three-member advisory panel is headed by St. Louis newscaster Martin L. Duggan and includes two business executives.

Silver miners in Idaho ratify strike settlement

Silver miners represented by the Steelworkers at the Sunshine Mining Co. in northern Idaho voted to accept a three-year agreement linking wages to the price of silver. Steve Brown, business representative for Steelworkers Local 5089, said the vote was 148-40 and ended an 11-day strike.

16 tons and what?

Rally outside the Italian embassy protests union-busting tactics of Enoxy Coal Co., a subsidiary of an Italian government-owned energy conglomerate. Members of the unaffiliated Mine Workers at four mines in Kentucky and West Virginia have been working without a contract since Feb. 1. Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland, rallies the crowd, with UMW President Richard Trumka, right.

DiTolla calls on IATSE members to meet 'challenge of change'

Reno, Nev.—The 59th convention of the Theatrical Stage Employees faced up to what IATSE President Alfred W. DiTolla termed the challenge of changing times.

DiTolla's keynote stressed the union's determination to respond effectively and responsibly to the challenge of technological advances that have transformed the nature of the work that IATSE members do and the locations where it is done.

Highly automated equipment has eliminated much of the work of skilled movie theater projectionists, he noted, and diminished employment opportunities.

Film and tape production is no longer concentrated "in the Hollywood studios under the ownership and control of the major producers with whom we had contract relations for well-nigh 50 years." Non-union competition is a serious threat in an industry "where the ties of yesteryear no longer exist," DiTolla warned.

He told the delegates that IATSE "must take a good look at itself and re-evaluate the rules and practices that for so long have been considered sacred and untouchable." The union will do whatever is needed "to protect and advance the interests and welfare of our members," he said.

To applause, DiTolla told the 817 delegates that IATSE has "strong and powerful roots, and a worthy cause to fulfill." It "will rise to the challenge," he pledged.

AFL-CIO Sec.-Treas. Thomas R. Donahue told the convention that the union's campaign for labor law amendments to strengthen collective bargaining in the performing arts industry has the federation's strong support.

"If we do our political work properly this fall," Donahue stressed, the trade union movement will be able to "seriously approach all the issues of labor law in the next Congress."

The Reagan Administration "stacked the National Labor Relations Board with allies of the union haters and the union busters," Donahue told the delegates. They avoided enforcing worker protection laws "until the courts dragged them kicking and screaming into compliance," he charged.

The convention approved a recommendation that IATSE's Defense Fund can be utilized for development of training programs for members in new technologies, under strict guidelines to be developed.

DiTolla was re-elected by a decisive 800-176 margin over John L. Coffey of Hollywood, Calif. Sec.-Treas. James J. Riley was re-elected without opposition.

School for union women goes international

Some 120 shop stewards and local officers from more than 25 unions shared their perspectives on topics ranging from organizing in the South to labor unions in Africa at the Southern School for Union Women.

The school was one of several regional summer school programs designed for women unionists, in conjunction with the University & College Labor Education Association and the AFL-CIO Dept. of Education. Also held this summer was the Eastern and Mid-Atlantic School, the Midwest School and the Western School in Connecticut, Illinois and Oregon, respectively.

The week-long session at the George Meany Center for Labor Studies was the 11th annual program for women labor educators, union staff, union members and leaders. Also participating were 13 union women from several African countries. The AFL-CIO's African American Labor Center (AALC) each year sponsors Southern school scholarships for the Africans as part of its year-round program.

Workshop session

Workshops covered steward training, organizing and bargaining on work and family issues, political action and ways to mobilize union members in an election year. Assemblies included such diversity as a poetry presentation, tips on running for local union office and an evening songfest which featured a dynamic women's labor rock band called Lifeline.

A dramatic re-creation of Mother Jones was presented by AFSCME member Virginia Schaefer of Pennsylvania. Her portrayal of the famous woman organizer, once called the "most dangerous woman in America," reminded participants how far the labor movement has come from the days of sweatshop deaths and child exploitation.

The African unionists performed songs and gave a cultural presentation that broke down barriers between countries. For their part, American women learned the African lyrics and sang the women workers' anthem at the graduation ceremony.

Graduation speaker Gloria Johnson, social action director of the Electronic Workers, commented on how moving it was to hear the American and African women singing in one voice.

CWA delegates explore tactics for bargaining

New Orleans—Delegates to the Communications Workers convention looked ahead to a year of tough bargaining, including contract renewals affecting half a million workers in the telecommunications industry.

Three-year contracts with AT&T, the seven decentralized and regional operating companies, General Telephone of California and other GTE units, are among those up for renewal in 1989. Presidents of CWA locals involved will meet in Chicago in October to set the groundwork.

Contracts affecting many of CWA's printing industry and public-sector workers will also be renegotiated, and convention delegates called for involvement of all union members in the bargaining process.

CWA "is only as strong and successful as its members are united and actively supportive," a convention resolution stressed. The union's future rests on "the resolve and spirit of its rank-and-file members," it affirmed.

Barbs at Bush

The convention, which earlier voted an enthusiastic endorsement of the Dukakis-Bentsen presidential ticket, gave a warm welcome to Ann Richards, the Texas state treasurer who keynoted the Democratic nominating convention. She winged witty barbs at Vice President Bush and spoke of the "real issues" raised in the campaign by Michael Dukakis.

CWA Sec.-Treas. James B. Booe reported that the union is approaching the election after having set a record in CWA-COPE voluntary contributions last year. CWA President Morton Bahr urged that members follow through by volunteering at least five hours of their time to support CWA-endorsed candidates.

Convention speakers included Paperworkers President Wayne E. Glenn, who reported on his union's struggle with International Paper Co.

The convention also:

- Affirmed CWA's commitment to community services but terminated charitable assistance to the City of Hope, citing its "union-busting tactics" in bargaining with the Office & Professional Employees.
- Honored John C. Carroll on his retirement as CWA executive vice president, but left the position unfilled in view of the "continuing decentralization" of bargaining in the telephone industry, where Carroll had been the lead negotiator.
- Called for careful scrutiny of proposals for further deregulation of local telecommunications service and stressed the need for employee protections.
- Rejected a proposal by the union's officers for automatic affiliation of CWA locals with AFL-CIO state central bodies, although most of the union's membership is already affiliated.

Good neighbor

AFL-CIO Sec.-Treas. Thomas R. Donahue accepts the federation's national citation from Red Cross President Richard F. Schubert for donations made during labor's supplemental blood donor drive. The AFL-CIO began the supplemental program in 1987 to meet the need for additional blood during the winter holiday season and late summer.

AMERICA'S NEEDS

EDUCATION

Helping Working Families Share in the Opportunity

Education is the key to progress for the nation and improved lives of individuals and families. Education is essential to the effort to keep America's workers where they are today: the most productive in the world.

America must have an educational system that extends the promise of a democratic society by preparing an educated and skilled work force for America's enrichment and for its defense.

Preschool, Elementary and Secondary Programs

Chapter I provides remedial programs for elementary students; 75 of every 100 poor students were served in 1975—54 of every 100 poor students in 1988.

Head Start is a preschool program to serve three to five year olds in the nation's neediest families. Currently, Head Start reaches only 16 percent of the 2.5 million children eligible for service.

Vocational Education—nearly 80 percent of America's youth participate in vocational programs which offer employability skills, knowledge of the world of work, occupational skills, and work habits and values. This Administration proposed eliminating the federal contribution to vocational education.

While advocating reductions in the federal appropriation for public education, the Administration consistently introduced tuition tax credits or educational vouchers for the private sector.

Higher Education

The Administration's financial aid policy has been one of reducing and eliminating grants for low- and middle-income families and increasing the loan burden on working families. Loans represent two-thirds of the total financial aid program today as compared with one-fifth of the total a decade ago. The needy have been forced to borrow more, and the rates of participation in higher education by minorities and low-income students have declined. College costs have risen 49 percent in the last five years, three times the Consumer Price Index. The cost of tuition and residence in a public college in 1988-89 is estimated to be $5,823; at a private college $12,924 with an additional $1,500 for books and transportation for both groups.

Adult Education

In today's world of plant closings, shifting job requirements and new technologies, adult workers are in an educational bind—in need of further education and training. The needs of individual workers may be skill training, literacy classes, college computer courses—all necessary to hold current jobs or to move to new jobs with different technology. New immigrants and displaced workers need language and basic skills classes.

The AFL-CIO believes that building an educational system of equity and excellence requires strong federal leadership and investment in education in concert with states and communities. We support public funding of public education and oppose tax credits, vouchers, or other schemes that would diminish public support for education. The AFL-CIO has advanced targeted programs of remediation, vocational training, bilingual education, and desegregation—all proven effective in changing the lives and opportunities of those in need of special services. With tuition costs escalating, we support grants and loans that enable workers and their families to share in the opportunity of higher education.

Dukakis

Dukakis says "We need a partnership led by a President who will be our nation's No. 1 advocate for good schools and good teaching."

Dukakis has three top priorities in education: (1) finding and keeping the best teachers for our students; (2) eliminating adult illiteracy; and (3) making certain that every student admitted to college has the financial support to use that opportunity.

(1) He has said: "We've got to make teaching an honored and valued profession in America again." Dukakis's National Teaching Excellence Fund would provide college scholarships and loan forgiveness for young people willing to make a commitment to teaching. The fund would also launch a National Teachers Corps (a domestic Peace Corps for teaching) to inspire young persons who graduate from college to become teachers. The fund would work with the states to create "centers of teaching and learning" where veteran teachers can take sabbaticals, do research, and share ideas. Other fund projects would help states expand programs that recognize and reward performance of talented teachers.

(2) He has said: "And make no mistake about it, illiteracy is a curable disease." Dukakis would expand programs to eliminate adult illiteracy, working in close cooperation with business, labor and higher education institutions. He would include federal seed grants to improve existing programs, help create new computer-based learning technologies, and build workplace literacy programs.

(3) He has said: "No youngster who completes high school, is qualified to do college work and is admitted to college, should ever be denied that opportunity because of financial need."

Dukakis has also spelled out his intentions to:

- End the current Administration's assault on Pell Grants and college work loans;
- Encourage state governments to create college opportunity funds and tuition prepayment plans that will make it easier for families to set aside enough money to meet the financial requirements of college tuition in the future;
- Initiate a thorough review of the federal guaranteed student loan program, and work with the Congress to develop an Education Insurance Fund which will provide a simple, self- supporting and self-enforcing alternative to the existing student loan program.

Bush

Each budget of the current Administration has called for substantial reductions in the federal contribution to education. Fortunately a concerned Congress has thwarted the gutting of federal aid to education. When all these decisons were made to weaken education programs, where was Vice President Bush?

He suggests a "prize money" approach be taken toward upgrading the quality of education in elementary and secondary public schools by awarding extra money for particular schools—"Merit Schools." He has endorsed matching grants to states for creating more "magnet schools."

Bush also proposes:

- Expansion of education experiments (Fund for Innovation and Reform of Schools and Teaching).
- Expansion of a new federal fund (the Fund of Innovation and Reform of Schools and Teaching)...to a level of $50 million and providing about $1 million to each state that selects one school district for experimentation. "These experiments should include parental choices to send their children to any school in the district, merit pay for teachers, year-round school schedules, or other significant reforms," Bush said.
- Higher education financial aid program—Bush's financial aid program is maintenance of the current loan-dominated program and expansion of a small pilot program of income-contingent loans.

In 1987, Senator Quayle was one of 16 Senators to vote against authorizing $100 million for a program to create telecommunications networks for teaching mathematics, science and foreign languages. In 1983, he voted to kill an amendment that would have added $559 million to the bill's $13.5 billion for the Department of Education. In 1983, he voted against appropriating $40 million for educationally disadvantaged.

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MEMO FROM COPE

Deficits, Jobs and Yo-Yo Polls

The polls are doing their yo-yo act—up and down, up and down. At this stage of the presidential campaign, the only thing that can be read from them with any assurance is the probability of a close election between Michael Dukakis and George Bush.

Soon, the campaign will begin to be defined by the issues. There are plenty of them, and there's a wide prairie between the candidates' views of what is actually happening in America today and how we get to what ought to happen in America tomorrow.

So, what's an issue? Well, let's consider jobs and the quality of them, deficits and the enormity of them and what they cost all of us—both important elements of the "economy" issue.

Okay . . . deficits. No one ever accused deficits of being a sexy political issue. Most Americans have a deficit of their own so don't get too riled up over the government's. No politician ever got the kind of mileage Joe McCarthy did shouting "communist" at everyone to the left of Millard Fillmore by pointing the finger at opponents and snarling "deficitist."

Michael Dukakis has been hammering away at the twin deficits in the national budget and in trade. George Bush has not yet acknowledged them, even though they are right there in his lap. And most Americans—though not about to hurl themselves over the cliff because of gigantic deficits—are quite aware of the deficits and uneasy about what they portend for the economy and the nation in the years ahead.

The deficit numbers are mind-boggling. We are over our necks in the red ink of the federal budget under this administration, 1981-88. It has run up a debt of more than $1.2 *trillion* (that's *trillion,* folks). This administration has been on the greatest federal credit card binge in history, its $1.2 *trillion* amounting to more than the entire cumulative deficit between Washington's presidency and Reagan's.

Is this just bookkeeping? Does a figure so vast have any real meaning? Sure, it does. Forget that line about saddling our children with our debt (though it's a valid line). *We're already paying for it, you're paying for it—right now.*

To finance the national debt, the nation borrows. When the nation borrows, the one payment it can't delay is on interest it owes to who it borrows from. In the period 1981-88, taxpayers shelled out $895 billion just to pay the *interest* on this debt.

That figures out to $3,743 per person. For an average family of four, $14,972 of the taxes paid the past seven years has gone to *interest.* It hasn't bought a thing the nation needs.

Interest alone on the federal debt now runs more than $150 billion a year, and as the debt gets bigger, the interest gets bigger. It is only little more than 20 years ago that the *entire federal budget* first exceeded $100 billion. Now we're paying half again as much, just in *interest.*

Joining the federal deficit as a twin fault line running ominously under our economic foundation is a cumulative trade deficit 1981-88 of $800 billion.

This makes the U.S. the country most deeply in debt to other nations in all history. At this rate, we will soon have close to $1 *trillion* (that's *trillion* again, folks) in American IOUs floating around.

And the IOUs get paid off in the form of foreign nations buying up great big chunks of America—prime real estate, financial institutions, industries.

The frightening fact is, the *more* we have in IOUs held by non-American interests, the *less* control we have over our own economic future. Strings of our economy are held by hands thousands of miles from our shores. What happens if they jerk those strings?

So, George Bush might choose to ignore the deficits, but they can no more be overlooked than a hippo in the kiddie pool. They're an issue.

Jobs needed

Jobs, and the quality of them, are an issue, too . . . . jobs that provide income sufficient to meet not only basic life needs but to provide some amenities—like a home, a college education for your children, a little travel maybe.

Michael Dukakis says creation of and training for quality jobs at good pay will be a priority objective of his administration. George Bush—despite glibly promising creation of 30 million jobs in eight years, then backing off—basically says we're doing fine in the jobs department; he'd stay on the present track.

How fine are we really doing? In the years of this administration, the nation lost 1.9 million of its best manufacturing jobs and 217,000 mining jobs. New jobs to replace these and other lost quality jobs are most abundant in lower wage service, retail and financial-insurance-real estate sectors. More than three million workers have down-stepped in employment—from mid-level to low-level earnings.

(Actually, despite Bush claims that this administration is a prodigious job-creator, more new jobs and better ones were created under the much-maligned Carter Administration 1977-81. Number of jobs jumped 11.2 percent under Carter to 6.3 percent in the Reagan-Bush first term and 9.1 in the second.)

Not only are there fewer quality jobs, but average weekly earnings in them are down—7.7 percent overall in terms of the value of 1987 dollars. In mining, earnings are down 6.3 percent, in manufacturing 2.0, in construction 9.4.

In dollar amounts, we're talking about a decrease in average real weekly earnings under this administration of $49.58 in construction, $8.20 in manufacturing, $35.20 in mining, $31.47 in transport and utilities—and *some* decline in *all* general job types.

A slightly closer look at what's being created in the way of jobs to replace the good ones that went down the pipe:

- One out of four new jobs are part-time.
- More than one third of the new full-time jobs (36 percent) pay less than $11,100 a year, which is below the $11,600 poverty level for a family of four.
- Combined, 60 percent of new jobs are part-time or pay less than poverty level.

The downward shift in quality employment under this administration has been accompanied by an upward shift in income distribution. That is, them that already had got more. The only families whose share of income has gone up in the 1981-88 period are those in the highest 20 percent. They went up to 43.7 percent from 41.7. And much of this went to the richest five percent.

The bottom 20 percent dropped from 5.2 percent of all family income to 4.6—and middle-income families suffered losses ranging from .8 down to .1.

So, more than *quantity* of jobs is an element of the employment issue in this campaign. *Quality* of jobs is a vital part of it.

Unless *quality* jobs are protected in the industries that provide them—and created in our new and developing industries—millions more workers and their families will face a future of declining real income, lesser employment and fewer amenities—a "fast-food future."

Michael Dukakis clearly grasps this. George Bush as yet has given no sign that he does.

POST IT

DOZEN FOR DUKAKIS

(12 good reasons to vote for Michael Dukakis for President of the U.S. November 8)

1. He's for *fair trade* that protects and creates *American* jobs, prevents foreign control of *our* economic future.
2. He's for *requiring* employers to act fairly and provide adequate notice of plant shutdown or mass layoff to workers, communities.
3. He's for *full employment* policies to build a strong, expanding economy that produces *good-paying* jobs.
4. He's for *more vigorous enforcement* of job safety/health laws and the *"right to know"* about health-endangering substances at the job site.
5. He's for *strengthening labor laws* to protect more fully worker rights to join a union and to participate in decisions at the workplace.
6. He's for *more funding* to upgrade public schools, boost teacher pay, provide our children with the best possible education, and for adequate low-interest federal loan funds to help children of workers and the needy attend college.
7. He's for *construction and rehabilitation of housing* within reach of low and middle income families.
8. He's for *continued health coverage* for laid-off workers, for long-term medical care, for quality health care as a "birthright" for all Americans, for strong and fully funded social security.
9. He's for *increased investment* in repair and construction of roads and bridges, rail and air facilities, mass transit—all contributing to public safety and convenience and creating *hundreds of thousands* of building/construction and manufacturing jobs, and improving our communities.
10. He's for *family needs* legislation: decent, affordable child care; job-protected parental leave; similar leave in event of serious in-family illness.
11. He's for *full and equal rights* for women and minorities in all aspects of economic and political life, for full political rights for government employees.
12. He's for training that gives workers new skills for quality jobs.

It's Time to Say Yes ☑

Dukakis for President

Outflow of U.S. jobs continues despite July dip in trade deficit

By Candice Johnson

While July's trade deficit of $9.5 billion was down from June's blockbuster $13.2-billion shortfall, exports of manufactured goods dropped and job-destroying clothing and textile imports continued to rise.

AFL-CIO economist Mark Anderson pointed out that while any improvement in the nation's trade deficit is welcome, the one-month report did not indicate that America's trade crisis or import problems were ending.

"The drop is manufactured exports is especially troubling and raises real questions about the ability of the United States to use exports to counter the staggering level of imports still flooding the nation," he said. Import growth has remained strong compared to last year's levels, Anderson pointed out.

And despite the one-month improvement, the United States is headed toward a trade gap this year of $140 billion, he added. The deficit topped $80 billion in the first seven months of 1988.

The July report marks the first time that the Commerce Dept. issued its cost breakdowns for the merchandise trade data at the same time. One calculation—CIF figures—includes costs of insurance and freight while the second figure includes just customs value.

Previously, the CIF reports were issued first, followed a few days later by the customs figures.

Import flood

Imports fell 8.9 percent in July but still exceeded $35.9 billion, down from the June record high of $39.5 billion. Exports inched upward seven-tenths of 1 percent to $26.5 billion.

Imports of manufactured goods fell by $2.6 billion in July to $29.2 billion, but that import level was

Continued on Page 2

Calming numbers

Is the Commerce Dept. juggling the trade deficit numbers to help calm the financial markets?

Walter J. Williams, an economist and market analyst, suggests it may be doing so, the Journal of Commerce reported. He noticed some discrepancies since the stock market crash last October was linked to a trade deficit report worse then had been anticipated.

Since then, nearly all the monthly trade gap reports have been near or below market expectations, Williams said.

Williams speculates that the government is taking advantage of a lag period between when the products actually are exported or imported and when that transaction is added to the Commerce Dept.'s calculations. Eventually the real level is determined, but meanwhile, the Administration can put a better face on a grim trade picture.

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Senate puts limit on textile, apparel, shoe imports

By David L. Perlman

The Senate passed a labor-supported bill to limit textile, apparel and shoe imports by a decisive 57-32 margin, after overcoming procedural roadblocks put up by opponents that threatened the timetable for final congressional action.

Despite assurances of a presidential veto, the bill's foes weren't taking chances. With an election-year Congress working toward an Oct. 5 adjournment goal, delay has become a tactical weapon used to kill legislation.

Minutes after the Senate vote on the textile quota bill, opponents began a filibuster against a normally routine motion to substitute the text of the Senate-passed bill for a measure the House passed last year. The substitution was necessary to set the stage for a House-Senate conference and to conform to the constitutional requirement that revenue measures originate in the House.

Delaying tactics

The result was a costly six-day delay before that routine motion could be brought to a vote. And some opponents of the bill refused to rule out other delaying tactics.

To workers, the issue is jobs—not the arcane parliamentary maneuvers.

In the past eight years, some 350,000 textile and apparel jobs have been wiped out and 1,000 plants shut down. Shoe imports passed the 50 percent mark at the start of the Reagan Administration and now account for 82 percent of all U.S. shoe sales.

The Senate vote demonstrated substantial bipartisan support, with 17 Republicans joining 40 Democrats in voting for the bill, and nine Democrats and 23 Republicans opposed.

It would allow textile and apparel imports to rise 1 percent a year from 1986 levels—much less than the recent pattern, but in line with the neglected goals of a loophole-ridden international agreement. Shoe imports would be held to 1986 levels.

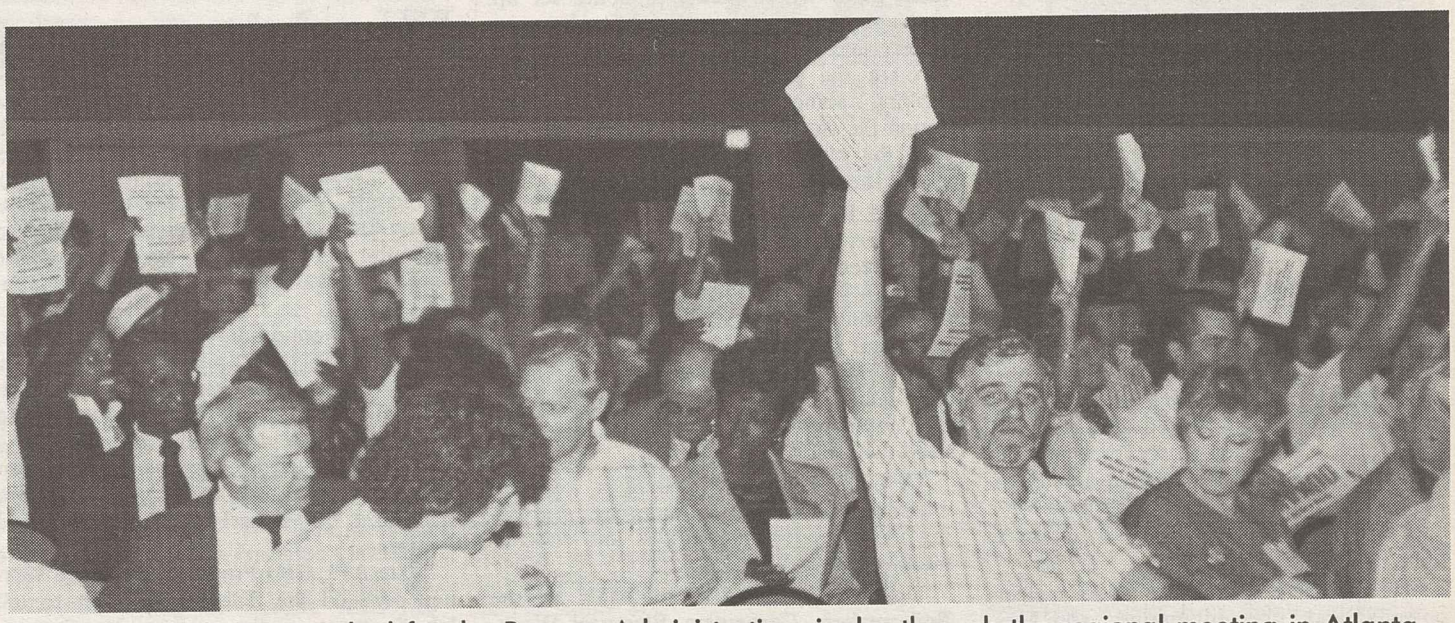
Continued on Page 6

ACTWU ratifies pattern contract affecting 42,000

New York—A new 18-month cotton garment contract providing pay and benefit gains for 15,000 Clothing & Textile Workers sets a pattern for settlements covering an additional 27,000 ACTWU members, the union said.

The agreement was ratified by more than a two-thirds majority of workers in the companies that bargain together through the Cotton Garment Negotiating Group, ACTWU President Jack Sheinkman announced. The rest of the industry traditionally follows suit as individual company contracts expire.

Continued on Page 3



Wave of pink slips earmarked for the Reagan Administration ripples through the regional meeting in Atlanta.

Southern unionists point to election

First '88 regional conference and rally keyed to 60-day notice

By John R. Oravec

Atlanta—Rolling out the union vote on Election Day to assure victory for candidates that are on the side of America's workers is the clear message that emerged at the first of five AFL-CIO regional conferences for 1988.

More than 400 union activists—rank-and-file members, as well as local, state and regional officers from nine southern states—gathered in downtown Atlanta for the two-day kick-off conference.

They passed on the message with pink slips for the Reagan White House: "With 60 days to the Nov. 8 election, we serve fair notice that we will work toward the 'political plant closing' of this anti-worker administration."

That point was echoed throughout the weekend workshops and at a rally that enthusiastically reaffirmed the AFL-CIO's support of the Democratic presidential ticket of Michael Dukakis and Lloyd Bentsen.

In keynoting the rally, Federation President Lane Kirkland ripped into the anti-worker positions of the Republican presidental ticket.

"Sixty days is more notice than George Bush and Dan Quayle were willing to give workers when the plant closing notification bill was pending in Congress," Kirkland stressed. "But we'll be more fair then they were: we say today that George Bush is going to be out of work in 60 days so he can start preparing for a 'competitive adjustment.'"

Competitive adjustment, Kirkland noted, was the term Bush used in responding to an Oregon shipyard worker who asked the Vice President why his hourly pay was slashed from $13.36 to $9.50 during the Reagan-Bush Administration.

Kirkland reminded the rally that Dukakis's running mate, Texas Sen. Lloyd Bentsen, led the Senate floor fight for pas-

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9/17/8

Checkout time

Japanese Air Line offices in New York are the target of this trade union demonstration of support for the Chicago local of the Hotel Employees & Restaurant Employees. HERE's organizing campaign at the JAL-owned Nikko Hotel in Chicago is encountering a union-busting management in violation of a written promise of neutrality. HERE locals in 17 cities are picketing JAL offices and Japanese consulates, joined by members of other unions.

Dukakis takes message to nation's workplaces

Bush aide resigns after exposure

In a presidential campaign that still has many weeks to go, Democratic candidate Michael Dukakis began to get his message heard and Republican candidate George Bush was unexpectedly thrown on the defensive.

Dukakis took his message to America's workers—talking in union halls and factory floors, to building tradesmen in Philadelphia and to industrial workers in Ohio and Michigan..

He contrasted his commitment to fair trade and good jobs to the apparent unawareness of Vice President Bush that there is even a trade problem. Why else, Dukakis asked, would Bush describe the one-sided trade relationship between the United States and Japan as "superb" and explain wage cuts for U.S. workers as a necessary "competitive change."

Dukakis continued to hammer away at the contrast between Bush's tough campaign rhetoric and his actual record in the Reagan Administration—as a defender of ransoming hostages with guns for terrorists and as the titular leader of a war on drugs when the Administration was subsidizing Panama's notorious Gen. Noriega while slashing funds for anti-drug enforcement.

And to responsive audiences—including building tradesmen overflowing a Carpenters union hall in Philadelphia, and defense plant workers in Ohio and Michigan—Dukakis challenged Bush's "presidential judgment" in choosing as his running mate the brash and abrasive Indiana senator, Dan Quayle.

"President Quayle?" Dukakis questioned, always drawing laughter and setting a clear contrast with the unchallenged qualifications and bipartisan respect given his own vice presidential choice, Sen. Lloyd Bentsen of Texas.

Bush, meanwhile, was trying to get his campaign back on track after two politically damaging detours.

The first was when Bush bewildered an American Legion audience by "reminding" them on Sept. 7 that "today is Pearl Harbor Day" when the Japanese attacked "47 years ago this very day." He was only off by three months.

Critical questions of presidential judgment were raised with the resignation of a top campaign aide personally chosen by Bush despite his soiled record as a hatchetman for President Nixon.

Documents in government archives bore out previously reported charges that Frederick V. Malek, then the White House personnel chief, had undertaken a count of Jews employed in the Bureau of Labor Statistics—traditionally the most politics-free unit of the Labor Dept. Nixon had complained of a "Jewish cabal."

Malek acknowledged reporting back that 13 of 35 higher-level professional employees fitted the "demographic criterion that was discussed," but denied having anything to do with the reassignment of two persons on the list.

Advisers resign

In an unrelated but parallel development, six members of the Bush campaign's ethnic advisory committee resigned after they had been identified with anti-Semitic or pro-Nazi activities.

Bush appeared to endorse a rise in the minimum wage, a position that at first reading appeared to put him at odds with the Reagan Administration.

But as the details began to unravel, it became clear that he was merely reiterating an Administration insistence that any increase in the wage floor be coupled with a subminimum "training wage" for young workers.

The Bush-Quayle battering of Dukakis for having vetoed a constitutionally dubious mandatory Pledge of Allegiance ceremony to start each school day in Massachusetts had a ripple effect in the U.S. House of Representatives.

A Republican motion to add the Pledge of Allegiance to the ceremonies that open each day's session was ruled out of order. But the Democratic leadership, aware of the GOP desire to give Republican candidates ammunition to attack Democrats for "voting against the Pledge of Allegiance" announced that one member would be designated each day to lead the assemblage in reciting the pledge—at least for the balance of this session.

Thus was the Republic preserved.

Electric Boat strike solidarity dispels management threats

Groton, Conn.—Striking Metal Trades workers at General Dynamics Corp.'s Electric Boat Division are facing company intimidation and threats of losing their jobs to scabs as the walkout entered its 11th week.

The 10,200 workers, members of 10 unions which bargain collectively through the New London Metal Trades Council, rejected management's demand for a three-year wage freeze and bonuses and set up picket lines July 1.

Since then, the company has spurned efforts to reach a compromise but has subcontracted work to nonunion operations in Quonset Point, R.I. and Charleston, S.C. Electric Boat also has conducted a nationwide search for scabs, seeking skilled workers from Connecticut, Texas, Washington and other states, Joseph W. Messier, president of the New London MTC said.

Threats and bribes

Messier said the company was trying to intimidate striking workers through newspaper ads and letters sent to them homes, warning them that strikebreakers would be permanently hired to replace the union crews. But after nearly three months, just 600 of the 10,000-member force crossed the picket line, even with lure of a $2,250 scab bonus offered by Electric Boat.

The Electric Boat workers build nuclear-powered and other submarines, and Messier expressed doubt that the company could operate with scabs, noting that a skilled electrician would need a year "to learn all the specs" for the submarine wiring process.

At a meeting with representatives from the 10 international unions involved in the strike, President Paul Burnsky of the AFL-CIO Metal Trades Dept. blasted Electric Boat for "labor bashing" and pledged "100 percent of our support to the strike."

Cost to city

City police have been patrolling the plant gates where picket lines are set up, and about a dozen persons have been arrested, including one person for driving through the police barricades and nearly striking some picketing workers. This round-the-clock surveillance already has cost the city about $90,000, about three times the amount budgeted for those duties, the police chief said.

Messier said that earlier, Electric Boat had agreed to a third-year wage increase in a session with federal mediators but only if the union would accept a four-year contract and a staggered bonus payment system. Under that proposal, workers would lose nearly $500 in the final year, he said. The company also is seeking takeaways in health insurance, he added.

Union members are seeking a wage increase and limits on the company's growing use of part-time workers and subcontracting of work.

Unions represented on the MTC are the Boilermakers, Carpenters, Electrical Workers, Laborers, Machinists, Molders, Office & Professional Employees, Painters, Plumbers & Pipefitters and Teamsters.

Washington state delegates tie fund rise to organizing

Tacoma, Wash.—Delegates to the Washington State AFL-CIO convention voted to raise the per capita tax and targeted the funds to organizing and education initiatives.

The convention approved a 6-cent increase in the per capita tax to 65 cents, effective Oct. 1, and established a committee that will work to bring affiliates up to full payment by next January.

The 291 delegates demonstrated enthusiastic support for the Democratic presidential ticket of Michael Dukakis and Lloyd Bentsen.

State AFL-CIO President Lawrence Kenney outlined the federation's effort to tell labor's story in the community, through speakers in the schools, organizing campaigns at job sites, labor literature and a weekly series on public television. He urged delegates to carry labor's political message to others in the community.

On the federation's campaign to win an increase in the state minimum wage, Kenney pointed out that people working full-time at the minimum wage earn so little that they often must resort to federal welfare assistance, including food stamps and other benefits.

Poverty-level pay

Labor is fighting for a higher minimum wage not only because of its concern for "the welfare of all workers," but to reduce the tax dollars spent because minimum-wage workers are paid at below poverty levels, he said.

Delegates backed an oil exploration and development program in Alaska and called for legislation to bolster the maritime industry, but made labor's support for the projects contingent on the work being covered by collective bargaining agreements.

They also pressed for child care assistance for working parents, unemployment benefits for striking and locked out workers and indoor air standards for office buildings.

Trade imbalance still 'troublesome'

Continued from Page 1

just $100 million below the January-June average. Clothing and textile imports continued to flood U.S. markets in July, growing by $200 million over the previous month to top $3.1 billion.

But exports of manufactured goods dropped $1.7 billion to $18.2 billion, $1 billion below the January-June average rate of $17.5 billion. The falloff was led by drop in autos, airplanes, office equipment and machinery exports.

The American Textile Manufacturers Institute pointed out that for the first seven months of the year, clothing and textile imports continued at a near record pace, down just two-tenths of 1 percent from last year's record high of $16.8 billion. The $13.9 billion shortfall was 17.6 percent of the total trade deficit for the January-July period, the trade association noted.

Over the year ago period, textile shipments are down 1 percent, new orders have fallen off 8 percent and apparel shipments have dropped 3 percent, indicating a continuing economic downturn for the domestic industry, the institute said.

U.S. job loss

"Worst of all is the fact that apparel industry employment is at a 42-year low and textile employment has fallen to the lowest level since last April," it added.

During Senate debate on the bill to set quotas on textiles, apparel and shoe imports, Sen. Ernest Hollings (D-S.C.) warned imports will control 83 percent of the U.S. market by 1995. Despite existing controls on foreign apparel and textiles, imports have been increasing by an average of 15 percent a year, because the administration has failed to enforce existing trade agreements.

The nation's trade shortfall with a number of trading partnersremained unchanged in July, including Japan at $4.4 billion; Canada, $1.1 billion and Taiwan, $1.2 billion, while the gap with western Europe widened to $2.3 billion.

Over the January-July period, the U.S. trade gap with Japan hit $30 billion; Canada, $6.9 billion; western Europe, $10 billion; Taiwan, $7 billion, and Korea, $5.4 billion.

Morrell plant fined

Des Moines, Iowa—The state Occupational Safety & Health Adminstration levied a $15,200 fine against John Morrell & Co. for health violations at its Sioux City plant.

The company was cited for continuing to expose workers to excessive levels of carbon dioxide and ammonia and failing to provide respirators.

Morrell was cited by the federal OSHA for similar violations at the Sioux Falls, S.D. plant, and was fined $500.

Union members star in Olympic TV commercials

Two rank-and-file union members appear in the second round of Union Yes television ads, aired during the Olympic Games that opened Sept. 16.

The commercials feature Screen Actor Jack Lemmon and the winners of the AFL-CIO's nationwide contest that asked members to describe how unions have helped solve problems on the job. Hundreds of union members sent in essays that explained how their union helped in times of family illness, solved seniority and overtime problems and guaranteed equal pay for equal work.

After a round of screen tests and interviews for 25 semi-finalists, Marie O'Brien-Brau, a Letter Carrier from Minneapolis, and Terry Hiller, a member of the Food & Commercial Workers in Union Lake, Mich., were selected to tell their stories in the commercial with Lemmon. The first ad was scheduled during the opening ceremonies of the Olympics.

Hiller wrote that UFCW Local 876 helped her after newer workers began receiving better shift assignments than those with more seniority at the Kroger market where she has worked for more than nine years. "I know I'll be listened to on the job. That's why I support my union," she declared. Hiller's husband is a member of the Auto Workers.

Terry Hiller

Marie O'Brien-Brau, a member of NALC Local 9 for four years, turned to her union for help in winning parental leave for the birth of her first child and in regaining her route when she was ready to return to work. O'Brien-Brau and her husband, a member of the Machinists, "belong to unions that understand what we need," she wrote, adding "I think everybody should know that unions are there to help."

Unions and state and local AFL-CIO bodies are using the Union Yes message to boost public information campaigns, community service programs and union organizing efforts. Ads are being run in newspapers, public transit and billboards, and the commercials also can be seen on local television and cable stations and are heard on radio.

The first round of commercials —broadcast in May—featured television actors Tyne Daly and Howard Hesseman, with other union members, discussing leave policies, job opportunities, child care and other concerns.

Marie O'Brien-Brau

The Union Yes campaign, produced by the Labor Institute of Public Affairs, is reaching millions of viewers, a Gallup poll showed, with 39 percent of adults sampled able to recall the substance of the ads that were aired this spring. Of this group, 64 percent—about 45 million people— could accurately recall the issues the commercials raised.

The NBC television network will carry the Olympics through Oct. 2.

Census poverty survey finds wider income gap

Rich get richer, poor get poorer

The Census Bureau report on poverty and median family income for 1987 provides further proof that the gap between America's wealthy and working families is widening, the AFL-CIO said. There were 32.5 million Americans—13.5 percent of the nation's population— trapped in poverty last year.

While the Reagan Administration made much of the finding that median family income rose 1 percent to $30,850, federation economist Anne Draper pointed out that after adjustment for inflation, the increase was minimal. "Last year's median family income in real terms just about equaled the 1973 level of $30,820 and was just six-tenths of 1 percent higher than the 1979 rate," she said.

And the Center on Budget & Policy Priorities noted that the income of the typical family in the bottom 40 percent of the family income distribution rose just $57 last year, after inflation, while the top 40 percent earned an additional $699 and the top 10 percent gained $1,021.

When compared with a decade ago, families in the bottom 40 percent of family income distribution earned $741 less last year, after inflation, while the 1987 real income of a family in the top 10 percent category was $8,119 above the 1978 level.

A number of economists have pointed out that in the 1980s, many families must depend on two wage earners to maintain the same status of living they were able to enjoy with one wage earner during the 1960s and 70s, Draper said.

While the overall poverty rate declined slightly last year, down one-tenth of a percent to 13.5 percent, the proportion of blacks in poverty increased to 33.1 percent, or 9.7 million. Poverty among whites declined slightly, to 10.5 percent, but their numbers still added up to 21.4 million.

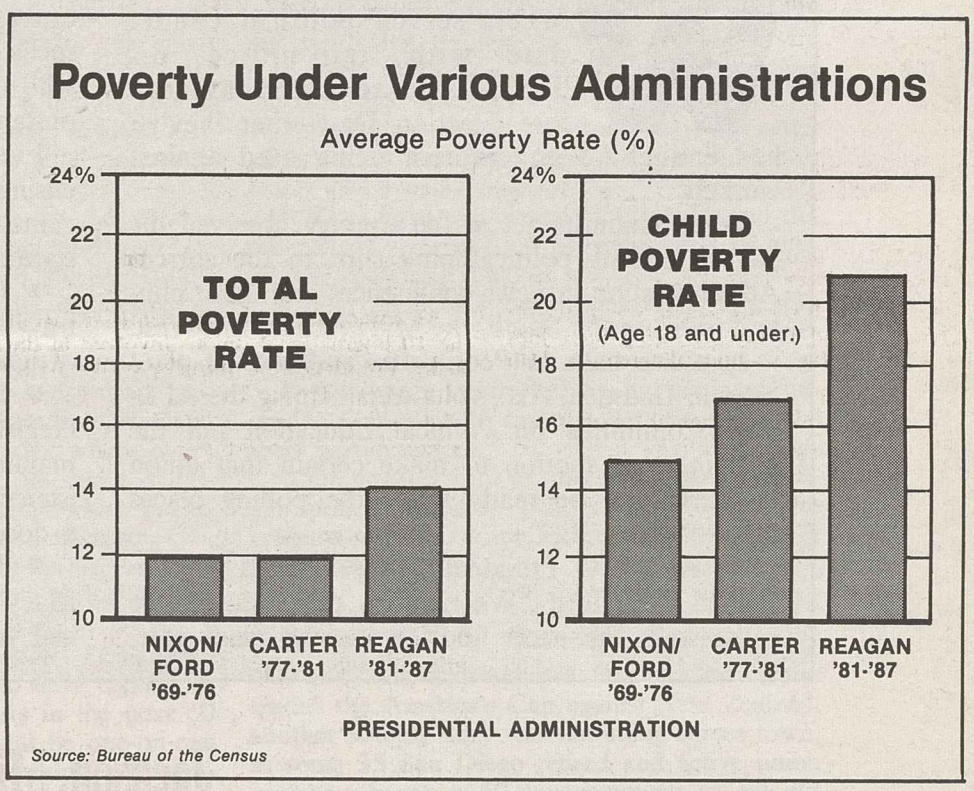
Gap growing

The poor are growing poorer, the Center pointed out, with the income of the typical poor family in 1987 falling $4,165 below the poverty line. But the gap between rich and poor families has reached its widest point since the Census Bureau began collecting data in 1947. The wealthiest 40 percent of American families received 67.8 percent of national family income last year—the highest level ever recorded—while the poorest 40 percent received just 15.4 percent of all income.

The number of children in poverty continues to grow, with 13 million children reported as poor last year. Nearly 21 percent of all children under age 18 were poor last year, compared to 20.5 percent in 1986, 18.3 percent in 1980 and 15.9 percent in 1978.

The poverty rate for black and Hispanic children also increased last year to a staggering 45.8 percent of all black children and 39.8 percent of all Hispanic children.

The Census data also showed that the poverty rate during the Reagan years has averaged 14.2 percent, compared to 11.4 percent under both the Carter presidency and the Nixon and Ford Administrations.



Source: Bureau of the Census

ACTWU pact sets pattern for 42,000

Continued from Page 1

The contract provides a first-year raise of 25 cents an hour, equal to 4.3 percent of current average production wages. An additional 15-cent raise will be added next September.

It significantly improves health benefits, Sheinkman said, without passing on new costs to workers and their families.

Other provisions include a six-week unpaid parental leave clause and joint union-management committees to explore establishment of child care facilities in the various communities where the companies are located.

Joint committees were also established on safety and health, and to address issues of national concerns affecting the cotton garment industry.

While the previous contract was for three years, Sheinkman said an 18-month agreement will put the union in a more advantageous bargaining position for future contract gains.

"Burgeoning imports and runaway inflation in health costs" made bargaining difficult, Sheinkman noted. He said the union will "seek creative and innovative means to increase the job security of our members" when it goes back to the bargaining table.

The agreement, reached just hours before the contract expiration, covers production workers at Arrow Shirt Co., AP Pants Mfg. Co., Alperin Inc., Arthur Winer Inc., B. Lippman Inc., C.F. Hathaway Co., Corbin Ltd., Fishman & Tobin, Gant-Eagle, Jaymar-Ruby, Leventhal Brothers, Manhattan Industries, Publix Shirt, Reltoc Mfg. Co., and Wyoming Valley Garment Co.

Mississippi Fed delegates elect Neal Fowler president

Biloxi, Miss.—Delegates to the Mississippi AFL-CIO convention elected Neal Fowler president and secretary-treasurer to succeed Thomas Knight, who retired, and approved a 15-cent increase in the per capita tax.

In voting to raise the monthly fee from 40 to 55 cents, the convention called for stepped-up political and legislative action programs and earmarked 5 cents per member to the state federation's voter education fund.

Fowler, 49, has been the chief lobbyist and assistant to Knight since 1986. Earlier, he was legislative coordinator for the United Transportation Union. Fowler defeated Charlie Horhn, president of Electrical Workers Local 2262, by a 2-to-1 margin. Joe Franks of the Electrical Workers was elected executive vice president.

Knight, 68, president of the state body since 1985, previously served 25 years as secretary-treasurer.

His self-assigned post-retirement mission is working to elect the Dukakis-Bentsen ticket in November.

The convention gave its enthusiastic support to that goal. Delegates pledged an all-out effort to see that "every qualified voter goes to the polls on Election Day."

John Dukakis, son of the candidate, told the convention that his father's campaign is focusing on the "economic future of the country and whether we can have a president who understands that providing a good job at a decent wage should be the No. 1 priority."

Rep. Wayne Dowdy, the endorsed Democratic senatorial candidate, pointed to votes by his GOP opponent, Rep. Trent Lott, against plant closing notification, education funding and long-term health care coverage and other concerns of working people.

Gov. Ray Mabus and Rep. Mike Epsy were other convention speakers.

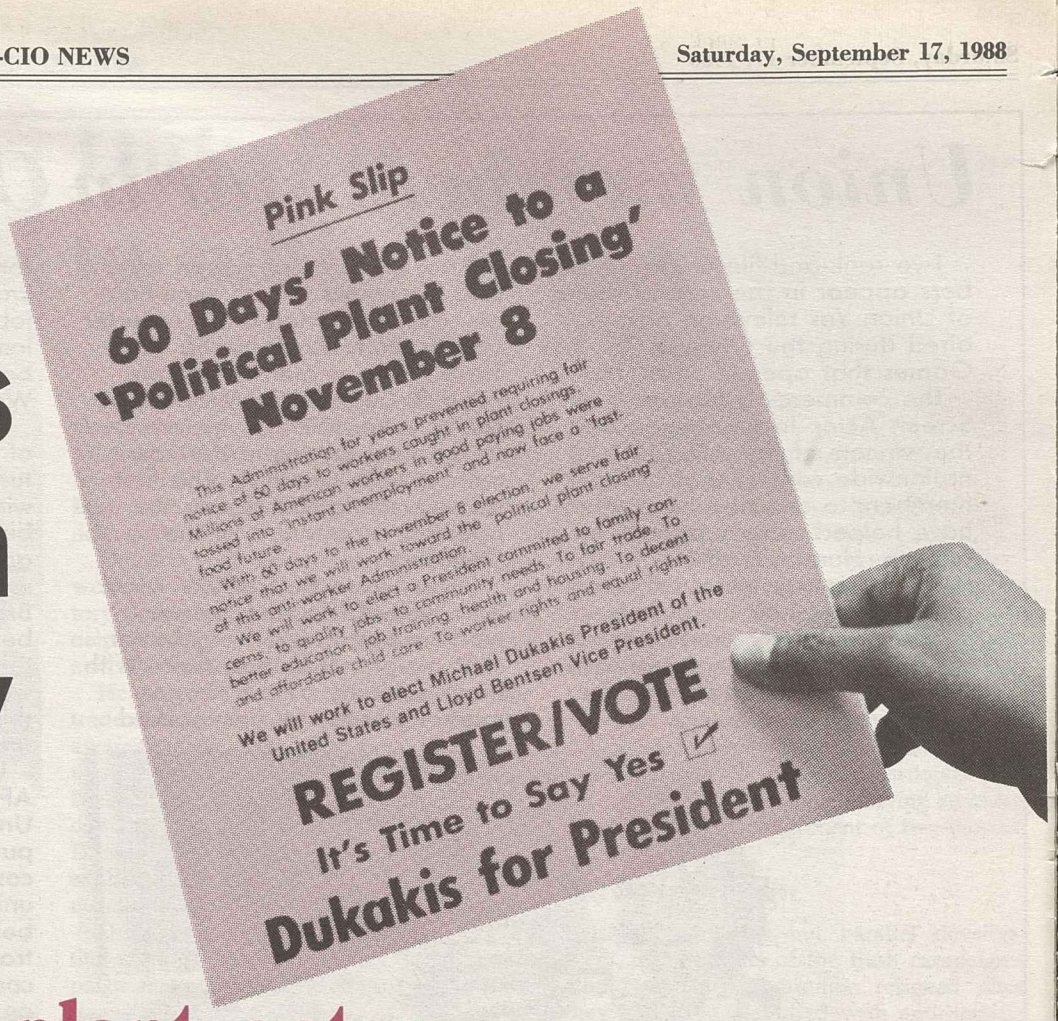
Bargaining rights

The convention called for enactment of a public employee collective bargaining law, resolved to be more involved in organizing the "thousands of unorganized workers," and urged local unions to affiliate with federation state and local bodies.

In other resolutions, the delegates praised the AFL-CIO Human Resources Development Institute for its 20 years of service to labor, commended the work of the Appalachian Council and urged consumers to look for the union label when buying goods and services.

Delegates backed the establishment of a full-time United Way and American Red Cross labor liaison position and urged local unions to set up community services committees.

COPE volunteers start countdown to Election Day



Activities stepped up at plant gates, phone banks, neighborhood precincts

Workers served political candidates with "fair notice" on Sept. 10—exactly 60 days before Election Day—that they've had enough of government being used against workers.

Trade unionists across the country observed the day by issuing political pink slips to the current Administration in news conferences and other public forums in the South, the Midwest and the West.

In union halls in Peoria, Ill., and outside plant gates in Gadsden, Ala., volunteers helping the AFL-CIO Committee on Political Education put the machinery in motion to make certain that union members will be ready when the polling places open on Nov. 8.

As AFL-CIO President Lane Kirkland has described the effort, "We need to make the phone calls, walk the shop floor, work the plant gate, canvass the precinct, and do all the hard work that spells election victory—the work by the volunteers who make the trade union movement such an important player in American public affairs."

Events were held in 60 cities, most of them focusing on voter registration efforts. Union members came out of the starting blocks in a variety of styles.

- In Rock Island, Ill., mobile "registration vans" travelled to job sites and plant gates with hundreds of union deputy registrars on board.
- In Oklahoma City, the state federation held a "registration party" with the federation offices remaining open through midnight. Workers who registered at that time had their names put in a hat for a door prize.
- In San Francisco, union members at Macy's department store took advantage of a special voter registration drive featuring a band.

Outside the public assistance office in Jackson, Miss., Loretta McGee, left, fills in registration information for a new voter.

Jackson, Miss.

In the small parking lot of a tattered grocery store on the outskirts of Jackson, three volunteers from the A. Philip Randolph Institute stop shoppers on their way in.

"Are you registered to vote," asks an enthusiastic young IUE member laid off from her job with a wiring contractor.

Most shoppers can't resist her friendly smile. Most are not registered to vote.

And, that's not surprising. Voting in Mississippi, especially among blacks, is not exactly a tradition. Until the civil rights revolution of the 1960s, voters had to fill out a lengthy application in the presence of a county clerk and answer sometimes absurd questions about the state's constitution.

Black registration is still lower in Mississippi than in some other states, prompting the state's labor community, tenant groups, religious and civil rights organizations to make renewed efforts to reach out and increase participation.

"The money people here are registered to vote, but an awful lot of working people have just never taken the trouble to get on the rolls," says Mississippi AFL-CIO President Neal Fowler.

Fowler led a day-long workshop for 45 unionists from a dozen of the most active unions in the state. Billing the workshop as a kickoff for labor's election effort in the state, Fowler pledged "working people in this state will devote the next 60 days to the singular purpose of electing Wayne Dowdy senator and Michael Dukakis and Lloyd Bentsen as president and vice president."

In addition to the AFL-CIO and support groups like APRI, voter registration is being pushed by the newly formed Mississippi Coalition for Voter Participation, Operation Big Vote that includes the NAACP, the Rural Organization & Cultural Center, the Mississippi Association for Community Education, and the Gulf Coast Tenant Improvement Association.

"We have a long list of grievances against the Reagan-Bush Administration and an equally long list of reasons we support Dowdy, Dukakis and Bentsen. The differences between our candidates and the others, however, comes down to one word: jobs," Fowler said.

Trickle Down

Fowler went on to say that the Republican offering in Mississippi—Bush, Quayle and Trent Lott—"offers nothing more than a continuation of the stale trickle-down politics that has exported the best jobs in this state overseas and left Mississippi's working people holding an empty job."

Mississippi still suffers from double-digit unemployment, left out of the so-called prosperity that Bush claims as the residue of Reaganomics.

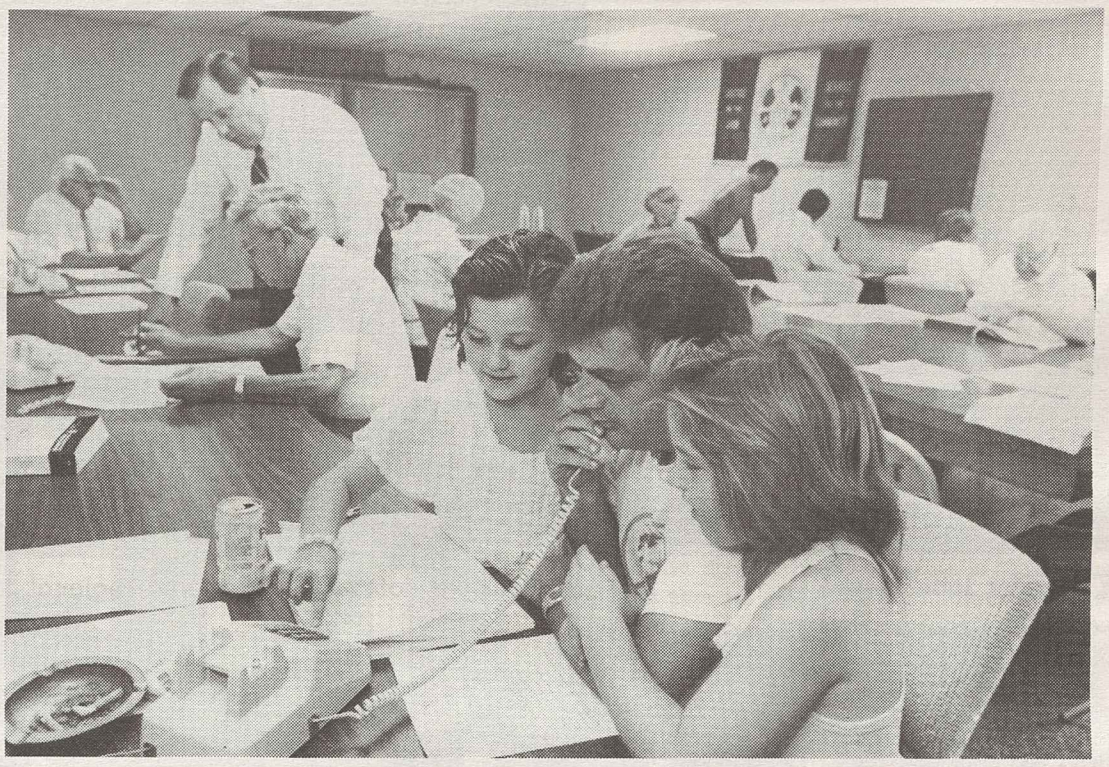
"Are you a registered voter?" asks Loretta McGee as two young women with children approach the welfare office in Jackson.

"Does it cost anything?" asks the first mother. Assured it only takes time, McGee begins to work with her on the formal details required on the numbered registration form issued by Hinds County.

The form does take some time, and its details intimidate some prospective voters. Forms are in short supply. McGee and her colleagues had to cajole the clerk that morning just to get 50 copies of the form for their day's work. Tomorrow, someone from the APRI office will have to go back down to the county office building and beg for more forms.

In other counties, clerks refuse to give out the

Whistle-stop rally for Senate candidate Wayne Dowdy brings a crowd of union members led by Mississippi AFL-CIO President Neal Fowler.



Machinists District 50 in San Diego kicks off phone bank operation to encourage union members to register and vote. Mike C. Capossere of IAM Local 1125 makes his calls with help from daughters Angela, left, and Stephanie.

forms, forcing the volunteers to use an unofficial questionnaire that provides most of the information the official form requests, information which the volunteer then transposes onto the official form in the county seat.

Once the questionnaires are complete, APRI canvassers must make an appointment with the prospective voter to meet them and take them to the county office building where they will sign the form in the presence of an official registrar. Filling out the form was just one step in the tedious process.

"When I registered to vote for the first time in 1956," says Charlie Horhn, "I studied the state constitution front to back. I was asked to interpret a section of the constitution in writing. The clerk tried to reject the application because he said I put the answer in the wrong place on the form."

Horror stories

Horhn, who now leads the APRI effort in Mississippi, says that most blacks in Mississippi know the horror stories of voter registration before the reforms of the 1960s and 1970s. "Some clerks asked you to tell them how many bubbles were in a bar of lye soap," he says.

A dozen or so APRI volunteers form a squad of dedicated volunteers under Horhn's direction that scour the area daily—working in front of grocery stores, community centers, housing projects, and welfare offices to remind voters of the importance of the presidential election.

Earl Mosely, who serves as president of the Hinds County APRI chapter as well as president of his IUE local, tells prospective voters even the presidential election is about things close to home.

"High utility bills, food stamps, social security, unemployment benefits, education for their kids—that's what this election is all about," he says—in an eloquent translation of former House Speaker Thomas P. (Tip) O'Neill's famous dictum that, "all politics is local."

So far, more than 5,000 new voters have been added to the rolls in Hinds County, Mississippi. But, that's only half way to the target of 10,000 by Oct. 8.

Columbus, Ohio

Columbus, Ohio—This month, the 1,400 local unions in Ohio began receiving a list of members who are not registered to vote.

That targeted use of computerized lists of union members was the way the Ohio AFL-CIO sent its "60-days' notice" of union members' intention to close down the current anti-worker Reagan Administration.

The Ohio election effort concentrates on the labor-endorsed slate headed by Michael Dukakis for President and Howard Metzenbaum for the U.S. Senate.

The Ohio Secretary of State's office has received 11,000 new registrations in the last two weeks, compared to only 3,000 for the same time period two years ago. The state has 5.9 million registered voters and in 1976, the last time a Democratic presidential candidate carried the state, the winning margin was a little more than 11,000 votes.

The 50 international union representatives who gathered on Sept. 9 to plan the 60-day notice program are convinced that 30,000 to 35,000 additional voters can mean the difference in Ohio this year.

Dave Lauridsen of AFSCME Council 8 said the union's non-partisan voter registration program has targeted 450 precincts in Cleveland and more than 70 in other cities where every registered voter will be called. He said the program follows the "Memphis Plan," which got its name from its initial success in Tennessee.

"There it doubled the turnout on election day. We can repeat that here in Cleveland," he predicted.

Ghay Holcomb, the Steelworkers Ohio legislative director, said "we plan to have eight contacts with each of our members in the next 60 days. Two of those contacts will be one-on-one phone calls by fellow workers, urging our members to help with registration and get-out-the-vote efforts.

Handbills will be used at plant gates, featuring both Metzenbaum and Dukakis, he said.

'Most important'

Ohio AFL-CIO President John Hodges calls this election the "most important in my lifetime." He showed a videotape featuring Dukakis produced by the Labor Institute of Public Affairs. He stressed that it is indeed "time to say yes after eight difficult years of Reaganism."

Participants at the morning meeting filled out the Ohio COPE Resource Survey, which asks about the availability of volunteers, use of union halls, phone banks and the like. They were also given volunteer pledge cards, detailing the variety of election work available and offering job preferences.

Guy Selsor of Food & Commercial Workers Local 1059 said personal one-on-one contacts will be a big part of efforts by the UFCW. That effort features shop stewards whose role is updating membership lists and zeroing in on new voters.

"We are focusing heavily on registering new voters and getting absentee voters to vote," he said, "so that the other side can be the one to say 'if only we had had that one vote per precinct!' "

The state federation is working with its 52 central labor councils to have more than 125 telephones installed for voter registration checks and get-out-the-vote work. They sent cards to 20,000 union activists asking them to volunteer their time by staffing phone banks to contact 3,000 targeted precincts that have the highest percentage of union members.

Voter registration efforts in Ohio are also being conducted by the A. Philip Randolph Institute, the Ohio Council of Senior Citizens and the Coalition of Labor Union Women.

Hodges said union members may be better educated on the issues this election than ever before for several reasons:

- They have experienced the layoffs and decline in real wages bred by eight years of anti-worker economic policies.
- The AFL-CIO began providing materials on all announced candidates, Democrat and Republican, in May of 1987.
- Polls were conducted by international unions to find out who our members wanted to be their next president.

"Our members are hurting as a result of Reagan policies and we believe Michael Dukakis presents a clear choice for change and a better future," Hodges said.

San Diego, Calif.

While American skipper Dennis Conner defended the America's Cup against New Zealand, another success story was unfolding across town, as some 35 San Diego retired and active union members began a 60-day campaign to get out the vote for the November election.

With the labor movement's 60-days' notice to the Administration serving as a backdrop, the group gathered Sept. 9 at Machinists District Lodge 50, determined to turn out the San Diego union vote in record numbers.

This event made clear that union members—even in Republican-dominated regions—can be a force in assuring that worker and family issues get the attention they deserve from the next president of the United States.

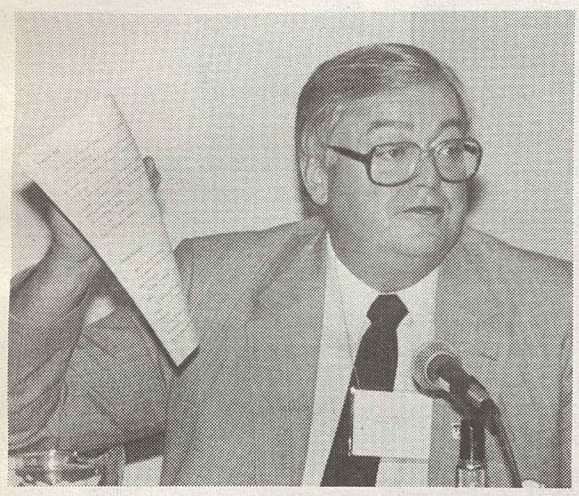
"Now is the time to educate our members on the major worker issues dividing Michael Dukakis and George Bush," said Joseph Francis, secretary-treasurer of the San Diego AFL-CIO, who helped spearhead the event. "Union members can make a dramatic difference in the November election—even in cities that have been a Republican stronghold."

David Gregory, Region 6 COPE director, emphasized that union member grass-roots action in Southern California can "determine the end result on election day."

"We can overcome the Republican blitz in Southern California," Gregory said, "with dramatic voter registration drives and commitment from the growing number of volunteers."

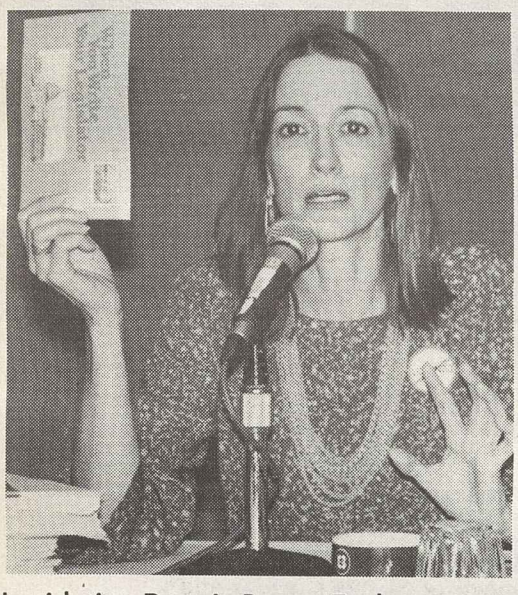
Gregory is directing similar drives in other regions of the state, as well as in Hawaii and Nevada, as part of COPE's national Member Contact Program utilizing computer-generated letters, phone banks and one-on-one contact with union rank-and-file members.

IAM members and local officers said they would conduct the member outreach campaign until the entire 13,000-member District Lodge 50 is registered to vote.

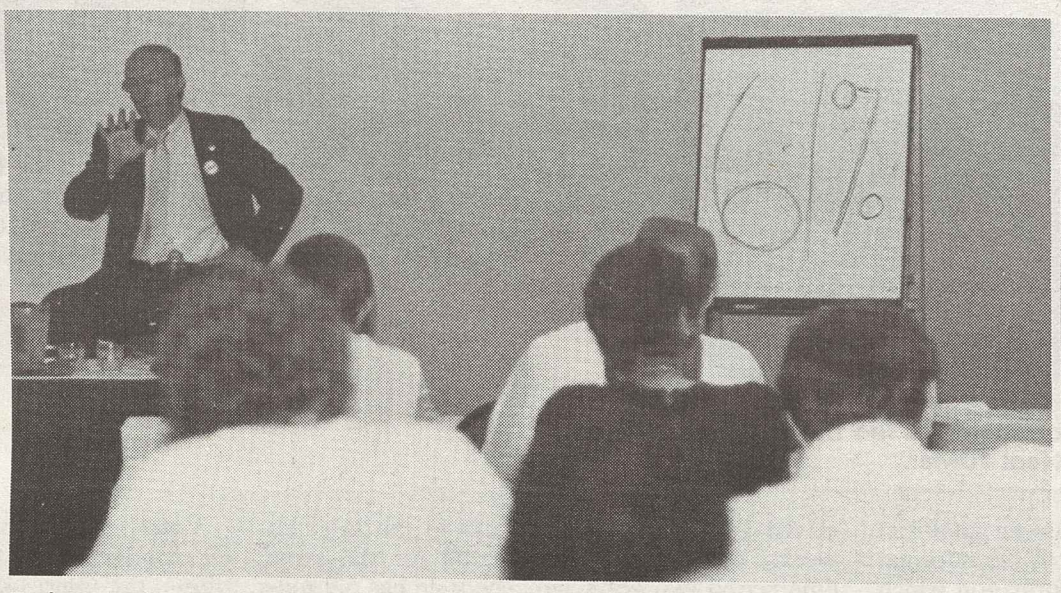


COPE Director John Perkins

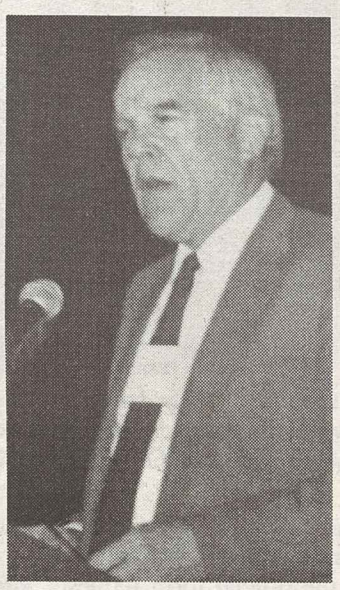
Kirkland keynotes rally at Atlanta regional conference.



Legislative Dept.'s Peggy Taylor



Federation Sec.-Treas. Donahue leads workshop.



Herb Mabry

Southern unionists point to election

First '88 regional conference and rally keyed to 60-day notice

Continued from Page 1

sage of the newly enacted plant closing and trade laws.

"For that we owe absolutely no thanks to George Bush or Dan Quayle," Kirkland pointed out. "They did all they could to stop those measures."

He warned that the trade and plant closing statutes "won't be worth a plug nickel if Bush and Quayle are elected, because those are laws that these so-called tough guys will not enforce.

"It was Bush's crowd that sought a senator with the right anti-union credentials and connections to lead the battle against the notification bill. That man was Dan Quayle, the 'Reluctant Rambo,'" Kirkland told the applauding and cheering audience.

Sec.-Treas. Thomas R. Donahue moderated three workshops covering a wide swath of nuts-and-bolts federation programs and services provided to affiliates. He noted that 22 affiliates have put in operation the highly successful associate membership program which is proving to be an effective tool in union organizing campaigns.

Television campaign

Another effective facet is the Union Yes television advertising campaign launched this year and being run during coverage of the Olympic Games, starting Sept. 16. Donahue noted that a number of union, and state and local central bodies are piggybacking on the TV ads with a variety of public information campaigns through the use of billboards, radio spots and newspaper advertising.

In workshops focusing on the federation agenda in Congress, Legislative Director Robert M. McGlotten stressed the importance of the Senate contests. He noted that labor's long-sought legislative gains achieved in the last two years were largely the result of the 1986 elections when voters across the country returned the Senate to Democratic control.

Passage of bills on the federation's priority list—including textile trade protections, Hatch Act reforms, family and medical leave, curbing double-breasted contractors and raising the minimum wage without a sub-scale "training wage"—depend greatly on this year's elections for the Senate and House, he said.

Responding to a question from Georgia AFL-CIO President Herbert Mabry, McGlotten said it would be a disaster if Bush and Quayle are elected along with a right-wing Senate.

"They will tear the heart out of the labor movement," he warned. Citing Quayle's record in the Senate, McGlotten charged that Quayle is "anti-everything" on vital social programs—voting against veterans, the elderly, children and education.

Winning at the polls in November can be achieved by a large turnout of union voters, COPE Director John Perkins said at workshops on political action.

He called on participants to help spur COPE's effort to "reach out" and recruit 500,000 volunteers from union families to staff telephone banks, register new voters and get out the vote on Election Day.

The next regional conference will be in Houston, Sept. 23-24. It will be followed by Chicago, Sept. 30-Oct. 1; New York, Oct. 14-15, and San Francisco, Oct. 21-22.

Senate votes curbs on textile imports

Continued from Page 1

Those provisions are common to both the House and Senate bills, but there are other differences that will need to be resolved in a House-Senate conference and then brought back to each body for final approval.

Neither the Senate vote nor the 263-156 passage of the counterpart House bill last year provided the two-thirds majority needed to override a veto. But the memory of a supposedly veto-doomed plant closing bill becoming law is still green, and opponents were taking no unnecessary risks.

Their acknowledged goal is to delay a House-Senate conference to prevent final action before Congress adjourns. Their fallback position is to hold up sending the bill to the White House just before adjournment.

That would allow Reagan to pocket veto the bill without giving the House and Senate an opportunity to override.

Two other high-priority labor-backed bills are in the wings, a minimum wage bill ready to be taken up by the Senate and the parental and family medical leave bill, which the House is expected to consider when it disposes of the drug control bill.

Virginia Federation says 'yes' to Union Yes

Norfolk, Va.—The Virginia AFL-CIO is launching a statewide Union Yes campaign that will receive one-third of the 15-cent per capita increase approved by convention delegates. The monthly payments will rise to 60 cents from 45 cents.

In a resolution approving the Union Yes campaign, the delegates noted that "effective communication and education programs are an invaluable element" in organizing, reaching legislative objectives and electing pro-labor candidates. The state federation has already set up a 21-member Union Yes committee. Its campaign will center on the use of radio, billboard and mass transit advertising to get across the message, "Virginia works best when we say union yes."

State AFL-CIO President David H. Laws challenged George Bush's claim that the nation is enjoying wonderful economic health. The last time Bush told the truth, he said, was when he described Reagan's program as "voodoo economics."

Endorsements voted

Virginia Gov. Gerald L. Baliles told the convention that he backs the Dukakis-Bentsen ticket and former Gov. Charles Robb for the Senate.

The convention backed Robb for the Senate and supported Democratic candidates in six of the ten state's congressional districts.

A five-point legislation program was also adopted that called for improvements in workers' compensation and jobless benefits, a 30-day plant closing notice covering employers of more than 15, but less than 100 workers, direct election of school boards, and purchase of goods and services made in the state.

The delegates established the Frank McGrath Affiliation Award, in memory of McGrath, a COPE regional director who died in July. It was presented to Letter Carriers Local 3520 of Falls Church for efforts in strengthening the state body.

Lumber workers gain settlements to end long strikes

The Woodworkers and the Carpenters have reached agreements with seven wood and lumber companies in the Pacific northwest, ending strikes by more than 7,000 workers since early June.

IWA and the Western Council of Lumber, Production & Industrial Workers—an affiliate of the Carpenters—represent and negotiate jointly for 38,000 western mill workers and loggers.

Workers at Weyerhaeuser Co. ratified a four-year agreement that provides for a first-year bonus of at least $1,400, based on company profits, and subsequent yearly wage increases of 3 percent, 4 percent and 4 percent. Union members had authorized a strike but were able to reach an agreement before walking off the job.

The Weyerhaeuser workers also won changes in the profit-sharing plan for mill workers that will tie bonuses to total pretax profits. The plan adopted in 1986 only allowed for bonuses above a 5 percent return on sales.

Holidays restored

Other contract gains include the restoration of two holidays yielded during the last round of bargaining and improvements in pensions, vacations and health benefits. The pact covers 6,300 workers in Oregon and Washington.

The Weyerhaeuser settlements and other agreements reached in August and September generally follow the terms of a settlement reached last summer with Willamette Industries Inc. following a two-month strike.

A strike by 1,300 IWA members at Simpson Timber Co. mills in Washington and California ended with a similar pact.

At Boise Cascade Corp., 2,100 workers returned to work under a three-year contract that included an hourly 25-cent wage increase for skilled mill workers. Union members at Champion International Corp. approved a similar three-year agreement.

Another 1,000 workers at DAW Forest Products Inc. won a four-year agreement based on the Williamette settlement, ending a strike that began June 6.

Settlement was also reached for workers at Georgia-Pacific Corp. mills in Oregon and California, covering 1,200 workers who did not strike.

About 1,100 workers—members of the Carpenters—remain on strike at four wood products companies.

HEALTH CARE

Too Many Are 'Locked Out'

Since 1980, health care costs have soared and health care coverage has diminished. Many hospitals have shut their doors on individuals without health insurance coverage, forced pregnant women to go without prenatal care and children to be denied needed health care services.

Many Americans are now effectively "locked out" of the health care system. Currently 16 percent of our population, or 37 million people, are uninsured, a 40 percent increase since 1980. An additional 50 million are estimated to be inadequately insured.

Many unprotected working men and women, and senior citizens who cannot afford expensive private insurance to supplement Medicare, live in fear of a major illness that could wipe out their savings.

In 1986, the nation spent $458 billion on health care, double the 1980 amount. Inflation has accounted for two-thirds of the increase in health care spending since the beginning of the decade and has affected both public and private benefit plans.

In 1983, Congress passed legislation requiring that hospitals treating Medicare patients be paid on a prospective basis. The new payment system has created incentives for facilities to refuse to treat the most seriously ill patients and to discharge patients prematurely.

In addition, the nation is unprepared to deal with the AIDS epidemic or the emerging problem of long-term care.

The AFL-CIO remains committed to its often repeated goal of universal quality, affordable health care services. The Federation has been working for passage of the Minimum Health Benefits for All Workers Act of 1987 introduced by Sen. Kennedy and Rep. Waxman. This legislation would require all employers to provide health insurance coverage to their employees.

We also have supported efforts to expand Medicaid to address the problem of access to health care for those who are not in the workforce but fall between the cracks of public programs. We continue to support public sector efforts to control the rate of growth in hospital charges and physician fees and are working to develop a national long-term care program for the chronically ill.

Dukakis

At the Democratic Convention, Dukakis reaffirmed his commitment to making health insurance available to every family in America. Under his leadership, Massachusetts recently made this goal a reality.

At the AFL-CIO General Board Meeting, Arthur Osborn, President of the Massachusetts State Federation, said: "We have touched the door of universal health care and swung it open. Six hundred thousand people who had no health coverage now do have health coverage in Massachusetts."

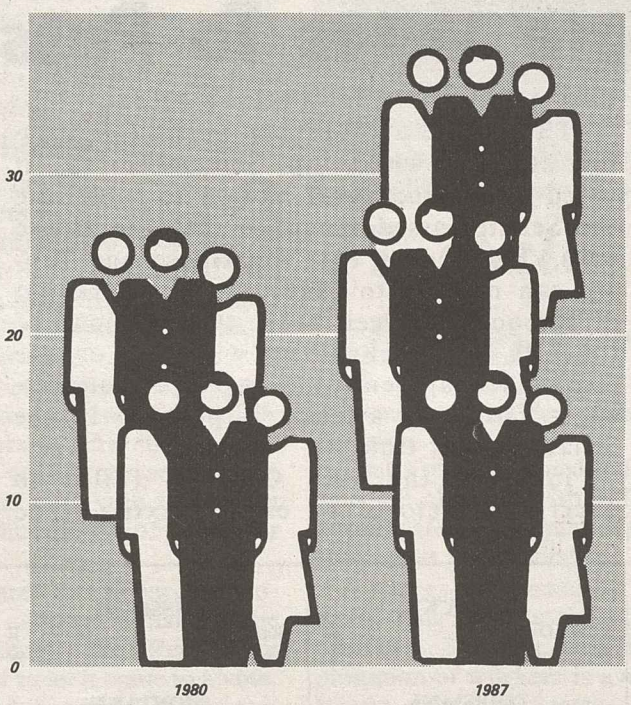
Dukakis also has pledged his commitment to develop a national policy on long-term care that would assure all Americans access to quality long-term care that is affordable and comprehensive.

Governor Dukakis has announced his intention to mobilize the private and public sectors to efficiently and effectively fight the AIDS epidemic. He has pledged to commit the resources necessary to prevent the spread of the virus, find a cure, develop a vaccine, and care for individuals with AIDS. He favors passage of a federal law outlawing discrimination against AIDS victims. He will also work for procedures to protect the confidentiality of individuals who agree to be tested for AIDS, and penalize those who violate confidentiality.

In 1983, Senator Bentsen voted for legislation helping unemployed workers meet their health insurance premiums at a time when the unemployment rate was almost 9 percent.

PERCENT OF AMERICANS WITHOUT HEALTH INSURANCE

IN MILLIONS



Bush

The current Administration has shown no leadership on improving access to care. In fact, its cutbacks in public programs have deprived millions of needed services. Upon taking office, this Administration set out to reduce federal health care spending and dismantle programs providing essential services to the old, the economically underprivileged and the sick.

Medicare, which provides health care services to senior citizens and disabled Americans, was one of the Administration's first targets. Over the past eight years, the Administration team has pursued a blame-the-victim strategy by proposing to cut program costs by requiring beneficiaries to pay more. Congress overwhelmingly rejected these proposals, but the Administration was not deterred. In 1986 it proposed dismantling the entire Medicare program and giving beneficiaries a voucher to go out and fend for themselves in the private health care market. This proposal was hastily withdrawn in the face of criticism from all over the political spectrum.

Next, the Administration indicated it would support the long-needed addition of catastrophic benefits *provided* that beneficiaries make higher deductibles and coinsurance payments for acute care services. Again, Congress rejected this unfair proposal and recently added catastrophic protection to the Medicare benefit package without raising beneficiary costs for acute care services. Over the Administration's objections, Congress also added prescription drugs.

The current Administration also took aim at Medicaid, designed to provide health care services for poor families. One million mothers and their children were denied Medicaid protection at the same time as they lost welfare eligibility because such benefits were withdrawn for anyone who worked no matter how low their income. During the last eight years, the percent of individuals with incomes at or below the federal poverty level eligible for Medicaid declined from 50 to 40 percent, causing more than 1 million women and children to lose Medicaid eligibility.

When there decisons were made, where was Vice President Bush?

In 1983, Senator Quayle voted against legislation that would have helped unemployed workers meet their health insurance premiums at a time when the unemployment rate was almost 9 percent.

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AFL-CIO LEGISLATIVE ALERT!

Fight Over "Training Wage" Expected

Floor Action Begins On Minimum Wage Legislation

On September 15, after finishing the textile trade bill, the Senate began preliminary work on S.837, the Minimum Wage Restoration Act. Floor votes should take place this week, and House action on a companion bill, H.R. 1834, is expected to follow shortly thereafter.

A recent poll showing that 76% of the American public supports a minimum wage increase has helped to turn the legislation into a presidential campaign issue. Governor Dukakis, the Democratic candidate has endorsed S. 837, while Vice-President George Bush has stated that he supports a small increase and the "training wage" amendment. Although this phoney amendment has nothing to do with training, business groups and other opponents have waged a slick lobbying campaign, claiming that it would help young people.

A far sounder employment policy will be introduced as an amendment by Senate Democrats. This will be an expansion of a proven program which already exists: the full-time student subminimum program provided for in section 14(b) of the Fair Labor Standards Act.

Under this program, an employer can hire a limited number of full-time students at 85% of the minimum wage in agricultural, retail, service and educational establishments. The current law limits the program to six students per employer, and has an hours-of-work limitation formula.

If this program is slightly expanded, simplified, and streamlined, it would enable employers to pay a lower rate for part-time help, while allowing our youth to finish their full-time job: graduating from school.

The amendment would:

1) Double the number of students an employer can hire from 6 to 12;

2) Simplify the limitation on hours formula to require they not displace non-student workers with certificate workers; and

3) Provide that an employer does not have to wait for DOL approval before hiring at the lower wage in accordance with the statute.

If we are really concerned with the future of our youth, the answer is not to give employers an incentive to entice kids from school with a promise of a job. Unfortunately, the so-called "training wage" is not a way to provide opportunities to our youth, but a drop-out wage.

The Democratic alternative would be an incentive to remain a full-time student. The program limits the hours of work to 20 hours per week (except for vacations), because the full-time job of these kids is to be full- time students -- acquiring the skills and education they need to take us into the 21st Century with a viable, competitive economy.

What You Can Do: Contact your representative and ask him or her to vote for a new minimum wage adjustment. Tell him or her that it is vital that the phoney "training wage" amendment be defeated, and that an expansion of the student exemption is a far sounder policy alternative.

House Will Vote Soon On Family Leave Legislation

Your representatives will soon be voting on H.R. 925, the Family and Medical Leave Act. H.R. 925 is an AFL-CIO-supported compromise bill, designed to help working Americans cope with the often contradictory responsibilities of job and family. In a rapidly changing work force, with both others and fathers at work, it is clear that a national family leave policy has become a vital necessity.

The Reagan administration has already started its opposition to this legislation, and business groups have mounted a major campaign to defeat it. Opponents may also attempt to cripple the bill by stripping it of the provisions requiring that leave be given for medical reasons.

If the House acts quickly enough, the Senate may also be able to complete action on a companion bill, S. 2488, before the end of the session.

What You Can Do: Urge your representative and both of your senators to support H.R. 925 and S. 2488, and to oppose any crippling amendments.

Roll Call: Senate Votes To Pass Textile Trade

On September 9, the Senate voted 57-32 to approve S. 2662, the textile and apparel trade bill. The AFL-CIO strongly supported this bill and its House counterpart, H.R. 1154, which was approved last year on September 16. If enacted, this legislation could save tens of thousands of textile, apparel and footwear jobs over the next few years.

The fight for enactment, however, is far from over. With the end of the 100th Congress drawing near, each additional step toward completion will also give opponents a chance to force a delay, and thus, engineer the legislation's defeat.

The Senate avoided one possible filibuster attempt when, on September 15, it voted on a procedural motion to substitute the Senate-passed language into the House bill. This means that the House and Senate can now go to conference to work out differences between their two versions of the bill. Both chambers will vote on the conference agreement, once it is completed; a filibuster attempt is possible in the Senate at that time.

In 1986, the 99th Congress failed to override a veto of an earlier textile trade bill, and President Reagan has repeatedly warned that he will veto any new textile bill that reaches his desk. Since neither the House nor the Senate final-passage vote reached the two-third majority necessary for a successful override, it is vital that your representative and both of your senators hear from you. Thank those that voted right, and urge them all to vote to override the expected veto.

Roll Call: Find out how your senators voted on final passage of S. 2667. "R" means they voted right, "W' wrong, and "A" means that they were absent.

ALABAMA		**FLORIDA**		**KENTUCKY**		**MISSOURI**		**NORTH CAROLINA**		**TENNESSEE**	
Heflin (D)	R	Chiles (D)	W	Ford (D)	R	Bond (R)	R	Sanford (D)	R	Gore (D)	R
Shelby (D)	R	Graham (D)	W	McConnell (R)	R	Danforth (R)	W	Helms (R)	R	Sasser (D)	R
ALASKA		**GEORGIA**		**LOUISIANA**		**MONTANA**		**NORTH DAKOTA**		**TEXAS**	
Murkowski (R)	W	Fowler (D)	R	Breaux (D)	R	Baucus (D)	W	Burdick (D)	R	Bentsen (D)	A
Stevens (R)	W	Nunn (D)	R	Johnston (D)	R	Melcher (D)	R	Conrad (D)	W	Gramm (R)	W
ARIZONA		**HAWAII**		**MAINE**		**NEBRASKA**		**OHIO**		**UTAH**	
DeConcini (D)	R	Inouye (D)	R	Mitchell (D)	R	Exon (D)	R	Glenn (D)	W	Garn (R)	W
McCain (R)	W	Matsunaga (D)	A	Cohen (R)	R	Karnes (R)	A	Metzenbaum (D)	A	Hatch (R)	R
ARKANSAS		**IDAHO**		**MARYLAND**		**NEVADA**		**OKLAHOMA**		**VERMONT**	
Bumpers (D)	R	McClure (R)	W	Mikulski (D)	R	Reid (D)	R	Boren (D)	R	Leahy (D)	R
Pryor (D)	R	Symms (R)	W	Sarbanes (D)	R	Hecht (R)	A	Nickles (R)	W	Stafford (R)	A
CALIFORNIA		**ILLINOIS**		**MASSACHUSETTS**		**NEW HAMPSHIRE**		**OREGON**		**VIRGINIA**	
Cranston (D)	W	Dixon (D)	A	Kennedy (D)	R	Humphrey (R)	W	Hatfield (R)	A	Trible (R)	R
Wilson (R)	W	Simon (D)	R	Kerry (D)	R	Rudman (R)	R	Packwood (R)	W	Warner (R)	R
COLORADO		**INDIANA**		**MICHIGAN**		**NEW JERSEY**		**PENNSYLVANIA**		**WASHINGTON**	
Wirth (D)	W	Lugar (R)	W	Levin (D)	R	Bradley (D)	W	Heinz (R)	R	Adams (D)	W
Armstrong (R)	W	Quayle (R)	A	Riegle (D)	R	Lautenberg (D)	R	Specter (R)	R	Evans (R)	W
CONNECTICUT		**IOWA**		**MINNESOTA**		**NEW MEXICO**		**RHODE ISLAND**		**WEST VIRGINIA**	
Dodd (D)	R	Harkin (D)	R	Boschwitz (R)	W	Bingaman (D)	A	Pell (D)	R	Byrd (D)	R
Weicker (R)	R	Grassley (R)	W	Durenberger (R)	W	Domenici (R)	A	Chafee (R)	W	Rockefeller (D)	R
DELAWARE		**KANSAS**		**MISSISSIPPI**		**NEW YORK**		**SOUTH CAROLINA**		**WISCONSIN**	
Biden (D)	R	Dole (R)	R	Stennis (D)	R	Moynihan (D)	R	Hollings (D)	R	Proxmire (D)	R
Roth (R)	R	Kassebaum (R)	W	Cochran (R)	R	D'Amato (R)	R	Thurmond (R)	R	Kasten (R)	R
								SOUTH DAKOTA		**WYOMING**	
								Daschle (D)	R	Simpson (R)	W
								Pressler (R)	W	Wallop (R)	W

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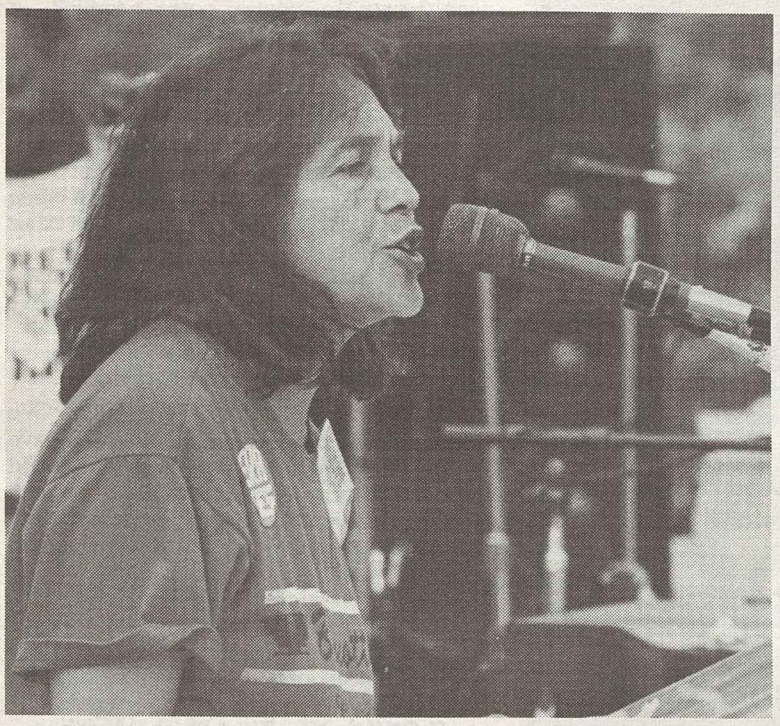
UNION YES



Dolores Huerta at last month's March on Washington.

Huerta mauled at Bush rally

UFW leader sought to refute attack on grape boycott

San Francisco—Farm Workers First Vice President Dolores Huerta is recovering from emergency surgery after having been speared by club-wielding police breaking up a peaceful protest at a hotel where Republican presidential candidate George Bush was speaking.

Huerta was one of the founders of the union and, like UFW President Cesar Chavez, is committed to nonviolence. She is a 58-year-old grandmother, stands five-foot-two and weighs 110 pounds. The swooping attack left her crumpled on the street, with severe internal bleeding and broken ribs.

At San Francisco General Hospital, Huerta was given multiple blood transfusions and operated on for removal of her damaged spleen. As word of her condition spread, supporters gathered outside the hospital for a prayer vigil.

In a telegram to Huerta, AFL-CIO President Lane Kirkland expressed the labor movement's shock and dismay at the ''unprovoked attack'' and ''the beating you suffered at a peaceful demonstration during an appearance by Vice President Bush.'' The assault must not go unpunished, he said.

Outrage and protest was also expressed by President Jack Otero of the Labor Council for Latin American Advancement. Huerta is a member of LCLAA's national executive board.

Ironically, Huerta wasn't even a direct participant in the demonstration. She had come to give the union's response to a statement Bush had made earlier that day, assailing the AFL-CIO boycott of California table grapes.

Huerta and UFW Organizer Howard Wallace went to the San Fransico hotel where Bush was speaking the night of Sept. 14 to give reporters covering the campaign the union's response.

It was a simple four-paragraph statement as-

Continued on Page 6

Republicans prevent minimum wage vote

Working poor hit by Senate filibuster

By David L. Perlman

Senate Republicans held America's lowest-paid workers hostage by blocking an overdue rise in the minimum wage in an effort to force Democrats to give in to a two-tier pay scheme and other GOP demands.

A first try at forcing a vote by limiting debate mustered 53-43 majority, short of the 60 votes needed, and a second cloture vote was quickly scheduled.

AFL-CIO President Lane Kirkland said the opposition of Republican senators to bringing the bill to a vote demonstrated that GOP candidate George Bush ''wasn't serious when he told Americans he wanted an increase in the minimum wage.''

Some 5 million workers, many heads of households, earn the legal minimum of $3.35 an hour, unchanged since 1981. Millions more of America's working poor are just over the minimum.

The bill the Administration seeks to kill would raise the wage floor by 40 cents a year to reach $4.55 in 1991. It has already been trimmed back in an effort to assure the votes for passage.

In the Senate, Labor & Human Resources Committee Chairman Edward M. Kennedy (D-Mass.) is leading the fight for a higher minimum wage. Sen. Orrin G. Hatch (R-Utah), who headed the committee when the Republicans held control of the Senate, is directing the opposition.

Hatch's first try was a killer amendment that would make the minimum wage bill unacceptable to its chief supporters. His amendment would allow employers to pay new hires a ''training wage'' equal to 80 percent of the minimum wage during the first three months of their employment—regardless of age or past work experience.

Reward for bosses

As Kennedy noted caustically, the Hatch amendment would not require an employer to train new workers. It would, however, be ''a rich reward'' for fast-food chains and other firms with a high turnover of employees. They could cut payroll costs by 20 percent.

Instead, Kennedy offered an expansion of the existing student rate, which allows employers to hire students for part-time jobs at 85 percent of the regular minimum rate, with safeguards against displacement of regular employees.

When it appeared that Kennedy's proposal would be adopted in place of the Hatch Amendment, the Republican minority refused to let it come to a vote. But they insisted that the delaying tac-

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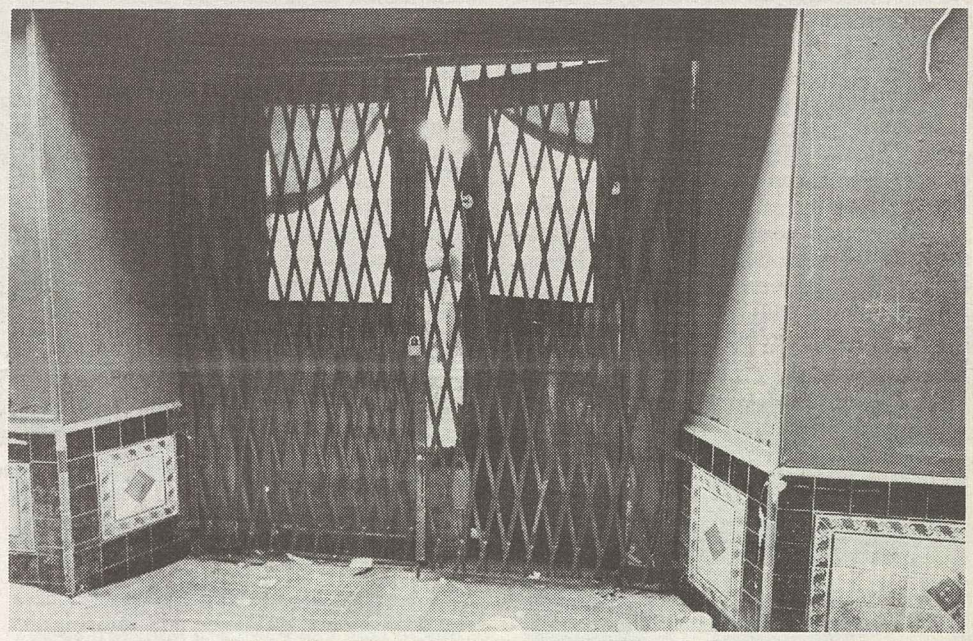

Locked gates in San Francisco's Chinatown often mean a sweatshop operation where the immigrant workers are exploited and government inspectors seldom penetrate to check on labor law violations.

47 states track infestation of modern day sweatshops

Sweatshops are flourishing throughout America.

That's what state and federal officials who are charged with enforcement of health, safety, minimum wage and child labor laws acknowledge.

A survey conducted by the General Accounting Office at the request of Rep. Charles E. Schumer (D-N.Y.) found exploitation of workers is a serious problem in at least 47 states.

Too few inspections and token slap-on-the-wrist penalties for violators entice employers to flout worker protection laws, the GAO found. Its report was critical of the lack of coordination among the various agencies with workplace enforcement responsibilities.

The turn-of-the-century sweatshop was typically a tenement workroom where immigrants labored long hours under unsanitary conditions. And immigrants are still the most commonly ex-

Continued on Page 6

Real earnings plummet as prices rise

Real average weekly earnings plunged 1.3 percent in August, the Labor Dept. said, as consumer prices jumped four-tenths of 1 percent, average weekly hours dropped nine-tenths of 1 percent and hourly earnings remained unchanged. Over the year-ago period, earnings were down 1.2 percent.

The Bureau of Labor Statistics report demonstrates that workers are continuing to lose economic ground, the AFL-CIO said, with real weekly earnings down 11.9 percent over the past 10 years.

While workers' buying power continues to decline, the Reagan Administration claims that the economy is doing well because personal income continues to increase. Personal income grew two-tenths of 1 percent last month, the Commerce Dept. reported, following jumps of seven-tenths of 1 percent in July and six-tenths of 1 percent in June.

Income disparity

But personal income includes hefty executive salaries, stocks, interest and dividends, rental income and government transfer payments. Those factors do not accurately reflect shrinking real wages of workers.

The four-tenths of 1 percent jump in the August consumer price index—equivalent to an annual inflation rate of 5.2 percent—was led by increases in food, shelter and gasoline. Food costs rose six-tenths of 1 percent, rents increased four-tenths of 1 percent and gasoline jumped 3.1 percent last month. Apparel costs dropped 1.8 percent and medical care costs rose five-tenths of 1 percent.

Last month's CPI increase came on the heels of a four-tenths of 1 percent increase in July and a three-tenths of 1 percent rise in June.

The Commerce Dept. also reported that the gross national product grew at a slower rate than expected in the April-June quarter. The actual GNP grew at an annual rate of 3 percent in the second quarter.

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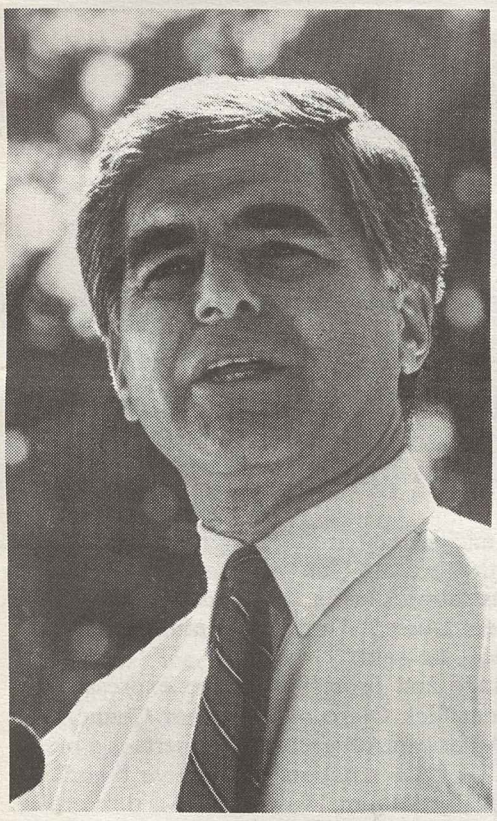
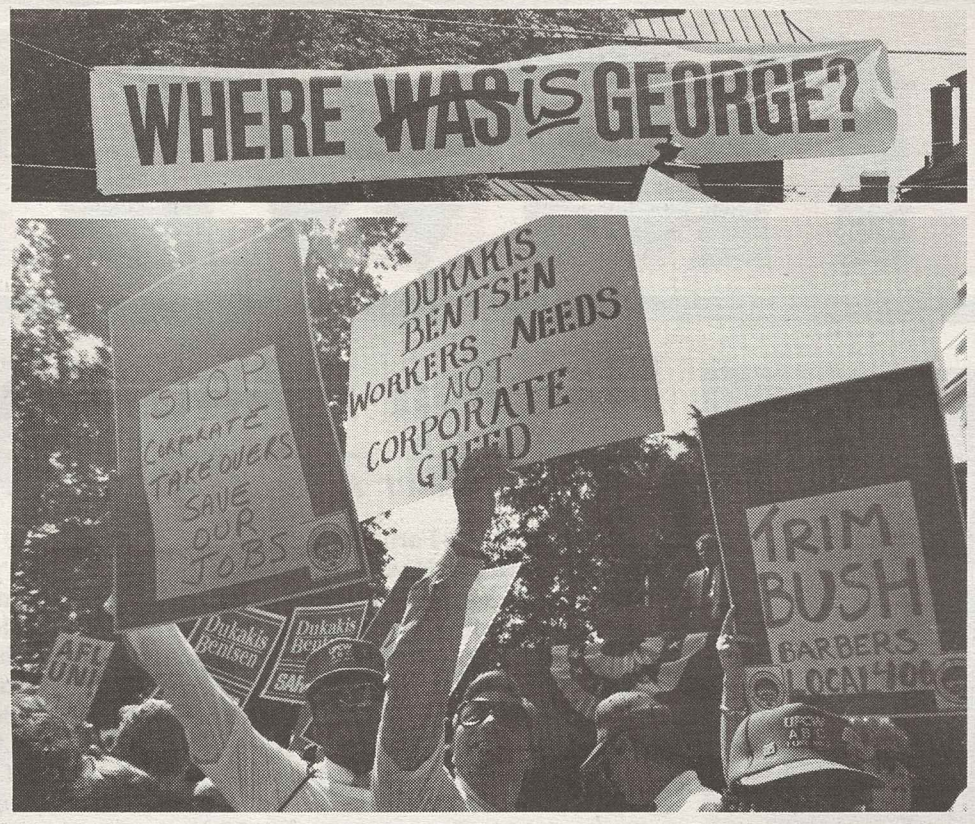




The first of four presidential debates was to have been held Sept. 14 in Annapolis, Md., but George Bush cancelled out. Michael Dukakis showed up anyway for a rally by 3,000 supporters at Maryland's State House.

Dukakis backs right to health care

Bush skirts issue to pursue flag-waving campaign

While George Bush wrapped himself in the flag, this time almost literally, Michael Dukakis talked about the problems of Americans who aren't covered by health insurance. He outlined a plan to require employers to provide health insurance for workers—a giant step that would reach 22 million of the 37 million Americans now without any coverage.

That's how the presidential campaign was shaping up as the candidates approached the first of two nationally televised debates. Originally, there were to be four.

Bush, along with all of the other candidates for the Republican and Democratic presidential nomination, had agreed last year to the four-debate schedule proposed by a commission co-chaired by the two party chairmen.

But Bush backed down after the nominating conventions and would agree to only two debates. His excuse was that he would be at a disadvantage in a debate with Dukakis.

"Health care is a right, not a privilege," Dukakis told an enthusiastic audience at Western Kentucky University, including uniformed nurses. He said universal health insurance will mean that people who get sick will hear the question, "Where does it hurt?" rather than "How can you pay?"

As governor, Dukakis was instrumental in the enactment of an employment-based health insurance plan for Massachusetts this year. And he has endorsed, as has the AFL-CIO, the concept of the minimum health care benefits bill introduced by Sen. Edward M. Kennedy (D-Mass.), Rep. Henry A. Waxman (D-Calif.), and numerous co-sponsors.

One of the first things he will do as President, Dukakis said, will be to appoint a task force with a Mar. 30 deadline to report on options to provide health insurance for persons who would not be covered by employer plans.

Earlier in Houston, he talked to jobless hospital patients in Houston about health insurance needs and later focused a major campaign speech on the need for comprehensive health care for pregnant women, infants and children.

The contrast with Bush's photo-opportunity campaign was sharp, and Dukakis challenged the Republican presidential candidate directly: "Mr. Bush, don't you think it's time you came out from behind that flag and told us what you intend to do to provide basic health care for 37 million of our fellow citizens?"

Bush-league response

A Bush campaign spokesman responded by denouncing the Dukakis proposal as "socialized medicine."

Meanwhile, Bush took his made-for-television presidential campaign to the Annin Flag Co. at Bloomfield, N.J., where he found pluses and minuses.

On the plus side, a huge American flag served as a backdrop for his speech and employees had been handed smaller flags to add to the television image.

On the minus side for Bush, the workers were notably unenthusiastic. The employees are members of the United Textile Workers and Bush received only a sprinkle of polite applause.

The Republican senatorial candidate in New Jersey, Pete Dawkins, accompanied Bush on a tour of the old and drab factory and gushed as they left the plant, "Wouldn't working here lift your spirits?"

Not according to Doris Jackson, a machine operator interviewed by a reporter covering the campaign. She's still going to vote for Dukakis.

Collective bargaining, etc.

The **New York State Public Employees Federation,** jointly affiliated with the **Service Employees** and **Teachers,** ratified a new three-year contract covering 57,000 state workers that provides pay raises totaling 15.5 percent, overtime and on-call pay in 1990, and $5 million for child care.

The **Steelworkers** won an initial four-year contract at Trinity Industries in Bessemer, Ala., ending a 33-day strike. The accord, covering 550 workers at the railroad car factory, raises pay 20 cents an hour the first year, 30 cents the second year and 3 percent in the remaining two years, and corrects wage and overtime inequities. The Trinity workers joined the USWA last January.

Rubber Workers at four Armstrong Tire & Rubber Co. plants ratified a new three-year contract, ending a six-week strike by 800 workers at the Des Moines, Iowa, plant. Some 800 other URW members in Hanford, Calif., West Haven, Conn., and Nashville, Tenn., had remained on the job. The accord follows the industry pattern set earlier this year. Pensions were improved, immediate cost-of-living adjustments ranging from 25 to 74 cents were won, and the period new hires must work to receive full scale wages was reduced from two years to seven months.

Four **Teamsters** locals in northern California reached new agreements with Fleming Cos. Inc., a major national food wholesaler, ending a strike at six distribution centers that began June 9. Workers at those sites and at nine other locations where IBT members observed picketlines, were expected to return to work. The two sides also agreed to resume negotiations in Fremont, Sacramento and Fresno, Calif., and at two Philadelphia food distribution centers where workers are on strike.

Two **Teachers** locals in the Virgin Islands won new agreements for the territory's 2,700 teachers, paraprofessionals and school-related personnel. Wages will rise by 46.4 percent over four years. The contracts also allow for implementation of peer review and an intern program under which new hires are assigned to experienced teachers for professional guidance and tutoring.

Six unions—**Machinists, Electronic Workers, Auto Workers, Teamsters, Electrical Workers** and the unaffiliated United Electrical Workers—won a new three-year contract at GTE Sylvania covering 2,300 workers in nine plants. A 3-percent lump sum will be paid in addition to a 5-percent increase in scale. Pension benefits will increase from $19.50 to $26 a month per year of service effective next January. Sickness and accident pay was raised and the dental, savings plan, life insurance and education retraining programs were improved.

Some 350 **Clothing & Textile Workers** ratified an initial contract at Gardner Manufacturing in Morrison, Tenn., and became the 12th local union established in the region by ACTWU in the past year. A week earlier, workers at West Point Pepperell's Drakes Branch, Va., towel plant ratified a first-time agreement. The former J.P. Stevens & Co. plant was taken over by West Point following the break up of the Stevens chain.

Longshoremen & Warehousemen's Local 6 in San Francisco got a double dose of good news when federal Judge Robert Peckham dismissed Bio-Rad Laboratories' $1.5 million suit against the union, and the National Labor Relations Board decided to hold a decertification election in abeyance until Bio-Rad remedies the numerous unfair labor practices it committed. Local 6 members ratified a new one-year contract at Bio-Rad, a chemical and diagnostic equipment manufacturer.

The **AFL-CIO Union Label & Service Trades Dept.** presented its first Union Label Recognition Award to four local union and their employer, Harley-Davidson Inc. of Milwaukee. The local unions were **Allied Industrial Workers** Locals 209 in Milwaukee and 460 in Tomahawk, Wis., and **Machinists** Locals 175 in York Pa., and 78 in Milwaukee, which cooperated with management in revitalizing the company after it was granted import relief in 1983.

Boycott ends as Soho signs union accord

New York—The Ladies' Garment Workers reached an agreement with Soho Manufacturing Co. just weeks after the AFL-CIO launched a national boycott of Soho products—blouses and other women's garments.

Soho signed a jobbers agreement with ILGWU Local 23-25 pledging to use unionized shops for the sewing and other work it contracts out. This means Soho's production will be done by workers who earn union wages and enjoy medical, pension and other benefits, the ILGWU pointed out.

The signing of the agreement ends the nationwide boycott the AFL-CIO Executive Council initiated on Aug. 23.

Competing successfully

ILGWU President Jay Mazur said, "We are gratified that our union and Soho have been able to find common ground." He said the company now recognizes that American garment makers "can and do compete successfully when they work with our union to maintain and improve living standards and working conditions for garment workers."

The ILGWU Soho campaign, opened more than a year ago, included organizing drives at Soho jobbers shops and strikes over unfair labor practices.

ILGWU's New York Joint Board, composed of local unions in the state, sponsored the long campaign to reached agreement with Soho. Volunteers from other unions joined with ILGWU members in leafletting consumers at stores throughout the country.

Edgar Romney, general manager of the joint board, said that because of "the courage and tenacity shown by workers during this campaign and because of the unity of the labor movement, hundreds of workers are going to get the chance to earn good wages and work under the high standards set by the labor movement."

Iowa delegates tie legislative goals to election effort

Waterloo, Iowa—Delegates to the Iowa AFL-CIO convention laid the groundwork for political education pointing to the November elections and set their agenda for the state legislative session.

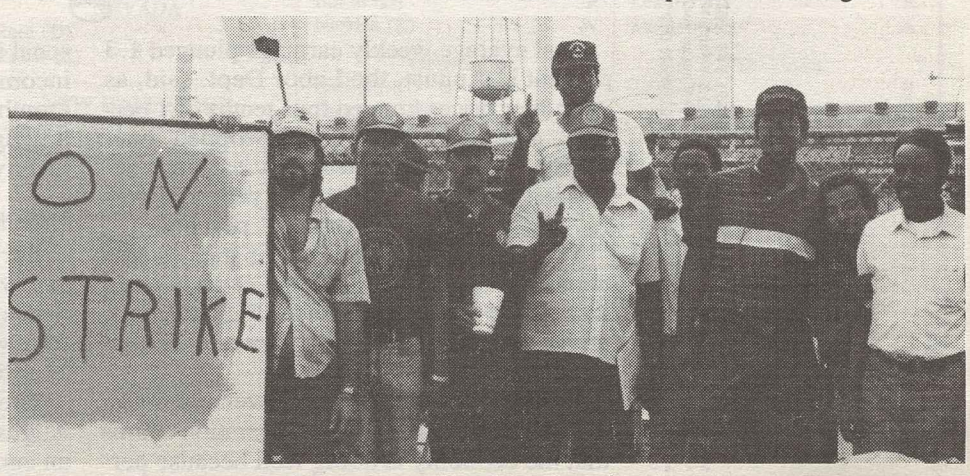
The 205 delegates pressed for full collective bargaining rights for public workers who now cannot bargain over discipline and discharge issues.

They opposed efforts to slash benefits under the state's worker compensation program and endorsed a state minimum wage rate, to equal or exceed the federal minimum. Currently, Iowa has no minimum wage floor.

Delegates called for an expanded unemployment compensation program, noting that less than 30 percent of the state's jobless receive any benefits. They also adopted a resolution pressing for an end to corporate takeovers that create profits for a few while devastating workers and communities.

State AFL-CIO President James J. Wengert and Sec.-Treas. Mark L. Smith emphasized the need to work for and elect labor's endorsed candidates. They cited the fight over the plant closing law as evidence that union members must work to elect congressional representatives who will support "basic dignity and human rights issues."

Speakers included Democrats Sen. Tom Harkin and Rep. David R. Nagle.



Trinity Industries workers on picket line for the first contract.

70% of jobless stranded as benefit system falters

Less than 30 percent of jobless Americans receive unemployment compensation. That figure stands as a indictment of a system gone from bad to worse during the eight years since a national commission of workers, employers and public officials warned of the program's inadequacies, AFL-CIO Social Security Director Bert Siedman told Congress.

Seidman was a member of the National Commission on Unemployment Compensation, whose 1980 report urged federal standards to provide adequate jobless benefits covering longer periods of joblessness. It also called for raising the payroll base on which employers pay unemployment insurance taxes and other measures to strengthen the program's funding.

Because Congress and the Reagan Administration largely ignored the recommendations, Seidman testified, the system has become increasingly inadequate. Eight years later, ''the vast majority of jobless workers are not receiving benefits,'' he told a House Ways & Means subcommittee.

In 1975, nearly 76 percent of the unemployed received benefits, Seidman noted. By 1980, when the commission made its recommendations, the ratio was still above 50 percent. It dropped to 31 percent last year and last month was only 29.4 percent.

And for those getting them, he testified, ''benefit levels are far below what is necessary to maintain minimally accepted standards of living.''

Insufficient funds

He warned also that state benefit trust funds, the reserves to keep the programs going, ''are woefully inadequate to meet the demands of the next recession.''

Seidman termed treatment of the long-term unemployed ''scandalous.'' Despite the fact that nearly a million Americans have been unemployed for more than six months, the extended benefit program is not in effect in a single state, he added.

Shoring up the program's financing is essential, Seidman stressed, noting that the commission's recommendation for linking the taxable wage base to a percentage of the national average wage would have nearly doubled current levels of funding.

''The unemployment insurance system has been deliberately underfunded in relation to need,'' Seidman charged. The underfunding is then used as the rationale for limiting eligibility and keeping wage replacement rates low, he stressed.

Not only were the proposals largely ignored, Seidman said, but ''incredibly, at the very time when the need was the greatest, in the midst of the 1981-82 recession,'' the Reagan Administration pushed through policies that further restricted eligibility and reduced benefits.

He recalled the comment of the commission's chairman, the late Wilbur J. Cohen, a former Secretary of Health, Education & Welfare, warned that the ''corrosive effect of uncompensated unemployment can cost society much more than the cost of a reasonably improved unemployment compensation system.''

Unfilled recommendations of the commission include extended benefits for the long-term unemployed, repeal of taxation of jobless benefits, and federal standards with benefits linked to state average weekly wages.

Industrial unemployment

At the same hearings, Labor Dept. Unemployment Insurance Director Mary Wyrsch said a number of factors account for the gap between a state's total unemployment and the number of persons eligible for unemployment compensation. One such factor, she said, is the reduction in unemployment among factory workers since the worst years of the Reagan recession.

Manufacturing workers tend to be more highly unionized, Wyrsch suggested, and unionized workers are more likely to have been informed about the availability of unemployment benefits than nonunion workers.

Chilean police crush crusade for union rights

AFL-CIO delegation hit in street assault

Santiago, Chile—Trade unionists from 30 countries participating in a peaceful demonstration were attacked by Gen. Pinochet's police, who lobbed tear gas and turned water cannons on the marchers.

Bricklayers President John T. Joyce and Executive Director William Doherty of the American Institute for Free Labor Development were assaulted. Federation representatives were in Santiago for a meeting of ORIT—the Regional Organization for the Americas.

In a telegram to Pinochet, AFL-CIO President Lane Kirkland strongly protested the ''unprovoked, violent assault by police on the international trade union delegation,'' calling the attack ''a blatant violation of ILO Convention 87'' and an assault on basic human rights.

The ORIT human and trade union rights committee is headed by Manuel Bustos, president of the Chilean labor federation CUT, who was sentenced by the Pinochet regime to 541 days of internal exile for his labor activities. ORIT is the Latin American arm of the International Confederation of Free Trade Unions.

To demonstrate solidarity with Bustos and Arturo Martinez, who also was sentenced to internal exile, about 150 union representatives planned to march to the Ministry of Justice where the Chileans were to report and begin their sentences, Joyce said. Following the march, ORIT Gen.-Sec. Luis Anderson and ICFTU Assistant Gen.-Sec. Enzo Friso were to meet with the president of the Supreme Court to discuss Chile's trade union and human rights violations.

The Ministry of Justice's doors were closed, and as the marchers circled the building, water cannons and police vehicles loaded with tear gas opened fire. Joyce was hit by the water cannon. Demonstrators who were knocked to the ground then were clubbed by the troops. Witnesses saw Doherty hit six times.

Trade unionists from around the world march with Chilean labor leaders.

Doherty called the onslaught ''vicious and indiscriminate,'' adding that the police attacked ''people who were not even part of the demonstration.''

Election concerns

Also protesting the attack was Sen. Edward M. Kennedy (D-Mass.), who called on the Chilean government to investigate ''why this gathering was suppressed and why free Chilean trade union leaders are now sent into internal exile'' raising serious questions about the fairness of the preliminary elections set for Oct. 5. Under the terms of the plebiscite, if Pinochet fails to win a majority of the votes, he must schedule free elections by the end of next year.

The American delegation called the assault a ''premediated attack'' and protested their treatment by security forces through the U.S. ambassador.

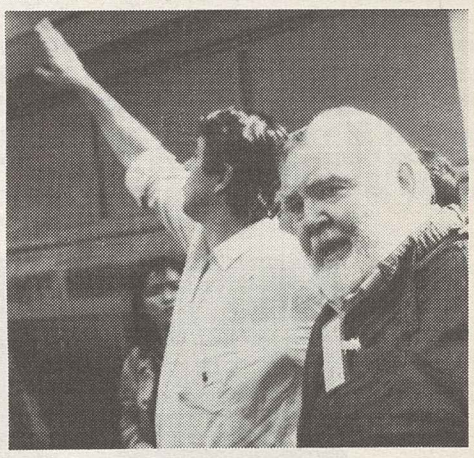
The U.S. delegation also included Joel Freedman of the Bricklayers; David Dorn, Teachers; Martin Doherty, Service Employees; Lela Forman, Communications Workers, and Jesse Friedman and David Jessup of AIFLD.

A delegation of union representatives will be be traveling to Chile early next month to monitor polling places during the plebiscite, at the request of the Chilean labor movement which has issued a call for observers.

AFL-CIO International Affairs Director Tom Kahn will lead the contingent of labor observers, with representatives from the AFT, Communications Workers, Hotel & Restaurant Employees, Ladies' Garment Workers, Food & Commercial Workers, AFSCME, Glass, Molders & Pottery Workers and Electronic Workers and others.

AIFLD's Doherty, Charles D. Gray, Asian-American Free Labor Institute, Patrick O'Farrell, African American Labor Center and Eugenia Kemble, Free Trade Union Institute also are joining the delegation.

The 40 union observers will join with others—including bipartisan political delegations from the United States and former chiefs of state from Europe and Latin America—in efforts to monitor more than 22,000 polling places.


Doherty helped after beating.

The AFL-CIO has long condemned the violations of human and trade union rights by the Pinochet dictatorship. A 1987 convention resolution called on the U.S. government to withhold all aid to Chile until the repressive regime acts to restore full democracy.

Kirkland rules out slash in social security

AFL-CIO President Lane Kirkland flatly ruled out cuts in social security benefits in order to reduce the federal operating deficit and challenged press reports that the bipartisan National Economic Commission is considering such a proposal.

Kirkland is one of 12 members of the commission established by Congress to recommend a deficit-reduction plan to the next President. Its co-chairmen are Democrat Robert Strauss and Republican Drew Lewis.

To his knowledge, Kirkland said, no member of the commission has proposed to cut social security benefits. And if anyone did, either within the commission or in Congress, ''I would strenuously oppose any such misguided and self-defeating approach,'' he said.

''Social security is not, in any way, a source or a cause of the deficit problem,'' Kirkland stressed.

Newspaper reports of a conference held by an economic consulting firm quoted Strauss as saying that deficit reduction would require going to ''entitlement'' programs, including social security and Medicare. But Kirkland said Strauss has assured him that he does not advocate and is not prepared to support social security benefit cuts as a tool for deficit reduction.

Self-financed program

Social security ''is not only self-financed, but accumulates a surplus to meet future obligations,'' Kirkland noted. If social security were removed from budget calculations, or if were entirely abolished, the real budget deficit would be shown to be significantly higher than it is now reported.

Social security ''is and should be a self-contained system,'' Kirkland said. ''Any cuts in benefits, whether through direct reductions or further taxation of benefits, would therefore have to be accompanied by an equivalent reduction in the social security payroll tax, leaving the net effect on deficit reduction in the consolidated budget as zero.''

Any other course, he emphasized, would result in benefit reductions being used to shift ''the general operating costs of the government, including Defense Dept. extravagance, to the payroll tax designed exclusively to finance long-term costs of our social insurance system.''

Such a shift of the tax burden ''may be the real aim of those in corporate America who find attacks on social security 'entitlements' endlessly fascinating as a way to avoid their fair share of the burden of deficit reduction,'' Kirkland suggested.

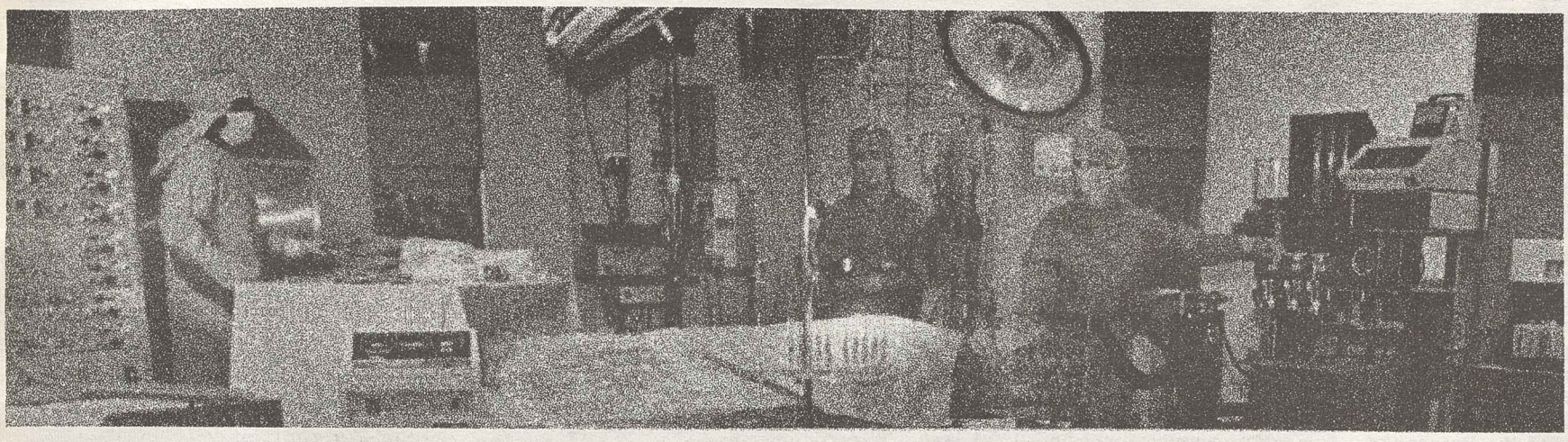
But such attempted manipulation of the tax system is ''too clever by half,'' Kirkland said, pledging to resist it in any forum it is proposed.

Gervase Love dies, retired labor editor

Tucson, Ariz.—Gervase N. Love, an assistant editor of the AFL-CIO News before his retirement in 1967, died Sept. 16 at St. Joseph's Hospital here of pneumonia at the age of 86.

Love was an early leader of the Newspaper Guild and served as international vice president in 1945-47. He began his newspaper career in his home city of Rochester, N.Y., and worked on daily newspapers in Buffalo, Baltimore and Philadelphia. As a Guild leader in Philadelphia during World War II, Love also served as a labor member of the regional War Labor Board.

He edited the Minnesota CIO publication and served as administrative officer of the Los Angeles Newspaper Guild before being named an assistant editor of the national CIO News in 1950. Love continued on the staff of the AFL-CIO News until his retirement, when he moved to Tucson. he is survived by his wife, Virginia.



Health Care for Retirees

How-to-do-it videotape on bargaining benefits

By Candice Johnson

Maintaining health benefits for retired workers has become a critical issue in collective bargaining. As employers press hard to cut benefits and slash company costs, unions must be prepared with hard facts and cool strategies to block management efforts to renege on the promise of health security for retirees.

That is the focus of a new AFL-CIO videotape, ''Retiree Health Care Benefits: Danger Ahead.'' The program explores a growing problem unions are facing in contract talks—employers demanding cutbacks in health coverage for retired workers. Yet retirees on reduced incomes often have greater medical needs and can least afford the skyrocketing costs of health care or the possibility of a long-term, catastrophic illness. the video points out. Because health care coverage for retired workers is not covered by federal law—unlike vesting provisions and other government regulation of pension plans—problems must be resolved at the bargaining table.

The video was produced jointly by the Dept. of Occupational Safety, Health & Social Security, the George Meany Center for Labor Studies and the Labor Institute of Public Affairs.

It includes simulated bargaining sessions with union health care specialists playing both labor and management roles. The video highlights the activities of the fictional Sales Employees Federation, which represents workers at the fictitious Mammoth department stores, as both sides discuss health care costs and the company's financial outlook about nine months before contract negotiations are to begin.

Karen Ignagni opens program.

Retirees on reduced incomes often have greater medical needs and can least afford the skyrocketing costs of health care or the possibility of a long-term, catastrophic illness.

Expanded program

The same teams were featured in an earlier AFL-CIO health care production about bargaining coverage and cost containment provisions.

Also featured in the latest video are separate panels on legal and benefit concerns and a discussion of how unions can work to provide benefits for long-term care services.

Service Employees President John J. Sweeney called retiree health benefits ''an important bridge to a secure retirement'' that have come under management fire. Unions need to fight back with a unified collective bargaining strategy and public policy agenda, he said.

Associate Director Karen Ignagni of safety, health and social security sets the stage for the simulated bargaining by outlining the impact of new reporting requirements on health benefits for retired union workers as well as nonunion retirees.

The first bargaining session opens with management telling union negotiators that the company is experiencing a ''crisis'' in retiree health care costs and demanding that coverage be cut drastically. In this case, the crisis was sparked by a new regulation of the Financial Accounting Standards Board—FASB—a private body under the purview of the Securities & Exchange Commission requiring companies to list retiree health benefit liabilities on their balance sheets. Management fears that new investment in the company will drop off.

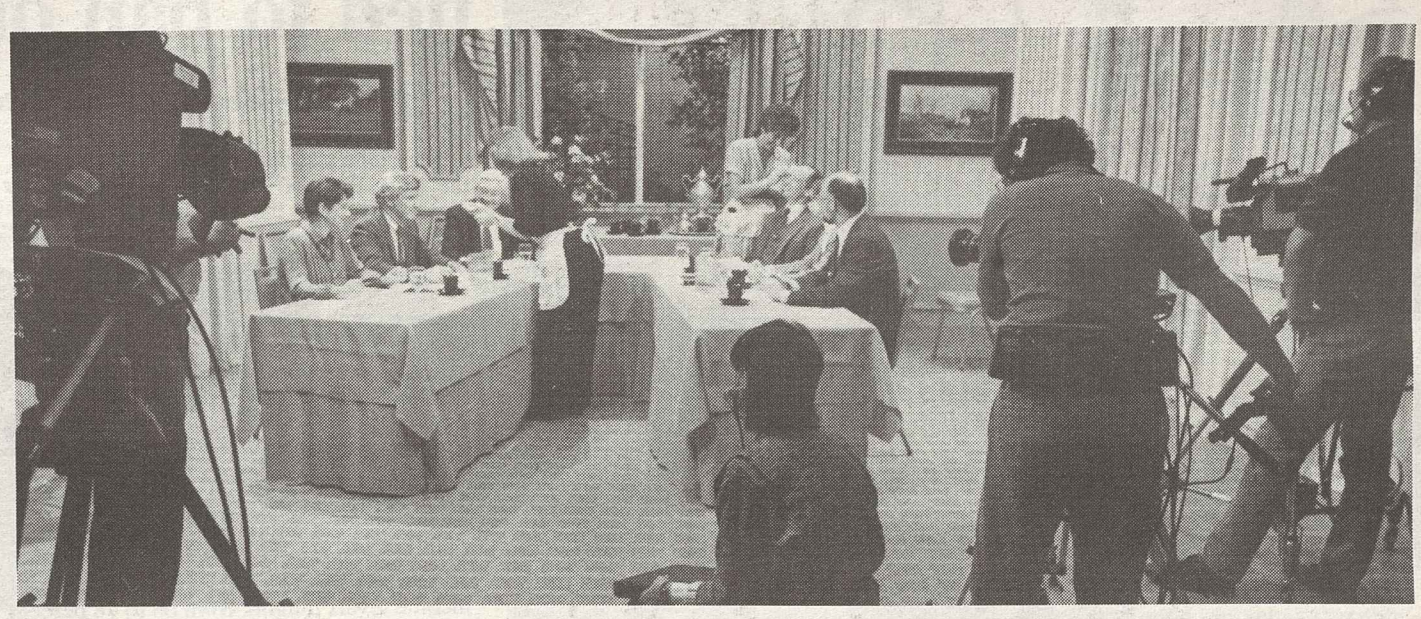
The union responds by questioning how management determined its fund liability, asking for more data and stressing that current and future retirees are entitled to economic security for themselves and their dependents. One union bargainer tells the company its proposal is illegal. Management believes there is enough uncertainty in this area for them to press their cutback demands.

The bargaining session breaks off and is followed by a review of the meeting with Ignagni, Jeffery MacDonald, a senior staff associate at the Meany Center, and Debbie Kleinburg of the Seafarers. Ignagni advises union bargainers and officials to deal with management pressure for takeaways on retiree health benefits by:

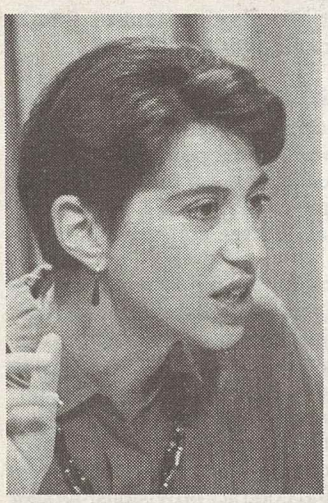
- Knowing what benefits are provided under the contract and the plan's relationship to Medicare.
- Obtaining demographic information.
- Analyzing utilization data and developing cost management strategies.
- Evaluating ''pre-funding'' proposals to determine whether benefit security will exist.

MacDonald discusses the relationship between Medicare and retiree health benefit plans, stressing that plans offer differing coverage, with some paying for charges that Medicare doesn't cover, while others pay only for Medicare-covered expenses.

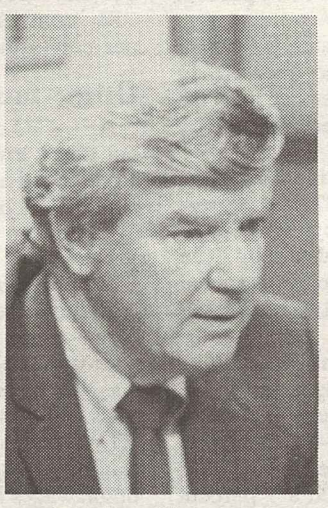
They also discuss the FASB reporting requirement, noting that employers will seek to limit their ''exposure''—of greater financial liability—by cutting



Bargaining teams get last minute instructions before cameras roll.

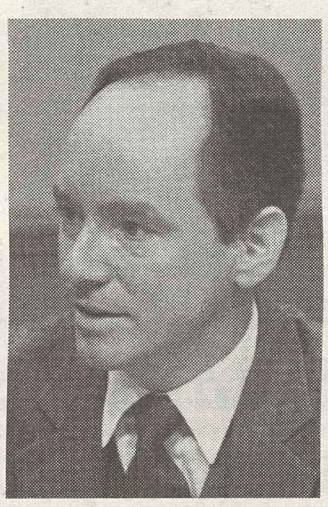


Meredith Miller



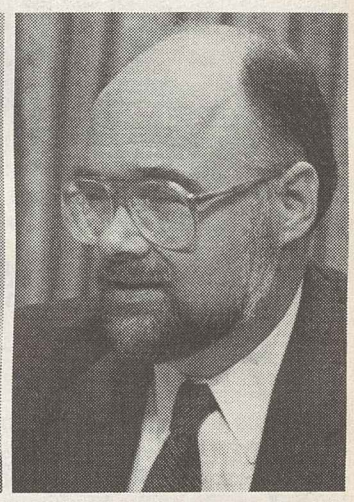
Pat Glenn

John Fleming



Pat Killeen

Jo Anne Browne



Michael Collins

benefits, as many employers with defined contribution pension plans are seeking to do.

Back in negotiations, management is reviewing plans to cut costs, include a vesting provision to require that workers be employed at Mammoth a certain number of years before becoming eligible for retiree benefits, and other eligibility requirements.

Meeting separately, the union negotiators discuss the FASB requirements, noting that there is often a difference between the company's full liability and what is listed on the balance sheets, and review pre-funding arrangements already in place in other companies.

When both sides again sit down, the management team outlines demographic information on Mammoth workers, then proposes tough eligibility requirements and a pre-funding plan. The union bargainers counter by pointing out that retired workers will be paying more money to purchase their existing benefits and would still be at risk for additional costs as medical prices increase.

Unions and employers are legally required to bargain over retiree health benefits for active workers, but neither party can force the other to discuss coverage for current retirees.

Management demands

Caucusing separately, the union team discusses the vesting and eligibility proposals, noting that the 20-year service period Mammoth is demanding is excessive, and possibly discriminatory toward women workers who leave the labor force.

A session on funding methods—presented by an outside consultant agreeable to both parties—outlines the alternatives, including a "pay-as-you-go" plan, in which a company contributes funds to pay benefits annually; terminal funding, under which contributions are set aside when a worker retires, covering lifetime health care needs, and accrual funding, which calls for the company to set aside funds each year to cover the total obligation of benefits for active and retired workers.

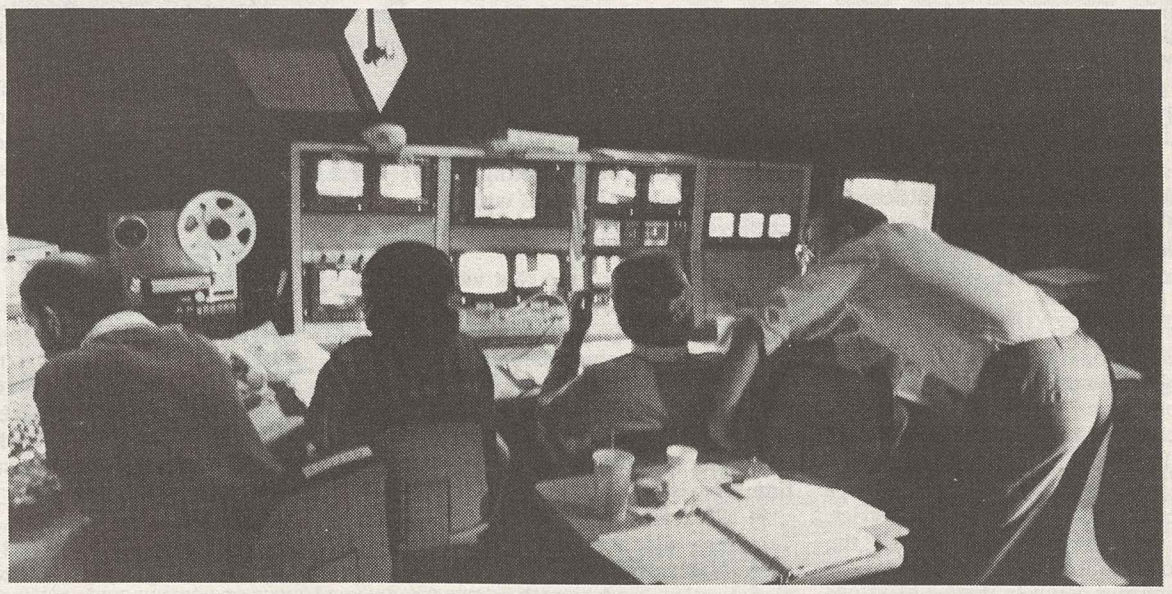
The role playing ends with management still pressing for eligibility restrictions but interested in exploring the pre-funded option. Union bargainers consider expanding cost containment measures to retired workers and plan to explore all options.

The video also features Pat Killeen, assistant director of social security for the Auto Workers, who reviews the UAW's pilot program that provides services to meet the needs of retirees and others suffering from a long-term illness. Neither Medicare nor union negotiated plans provide "custodial care" for disabled persons, Killeen says. While Medicaid provides some benefits, workers must "use up their assets paying for such care until they are impoverished enough to qualify for Medicaid," he notes.

The UAW program focuses on helping retirees and others stay in their homes, by providing personal grooming care, housekeeping services, meal preparation and transportation, with custodial care coverage available if necessary.

Paul Whitehead, assistant general counsel for the Steelworkers, says unions and employers are legally required to bargain over retiree health benefits for active workers, but neither party can force the other to discuss coverage for current retirees. Employers cannot force the union to bargain and cannot lock out workers over health benefits for already retired members.

Participants in the simulated bargaining sessions were Meredith Miller, AFL-CIO Dept. of Occupational Safety, Health & Social Security; Pat Killeen, UAW, John Fleming, Bakery, Confectionery & Tobacco Workers; Pat Glenn, Rubber Workers; Jo Anne Browne, Service Employees; Michael Collins, Operating Engineers, and MacDonald.



LIPA production crews monitor video sequences.

Copies of the videotapes will be made available to federation affiliates shortly. The AFL-CIO News will provide the details on the placement of orders.

Fire hazards are common at nonunion shops that seldom see a safety or wage-hour inspector. This shop is in Oakland, Calif.

47 states track infestation of modern day sweatshops

Continued from Page 1

ploited group of workers, the GAO noted.

Such establishments still flourish, as raids of nonunion New York and Los Angeles garment shops have revealed, but the GAO used a broader definition. Its study defined as a sweatshop an establishment that is a chronic violator of at least two workplace protection laws, most commonly the wage-hour law and the Occupational Safety & Health Act.

The worst problems were found in the restaurant, clothing manufacturing and meat processing industries, with Hispanic and Asian workers the most likely to be exploited.

In all three industries, employers commonly failed to maintain legally required records of wages, hours worked and injuries. Workers were frequently paid less than the minimum wage or not be compensated for overtime work. Child labor violations, fire hazards and hazardous working conditions also were common.

The GAO survey, conducted this year, found only Alaska and Hawaii free from reports of sweatshop conditions. Whether the new immigration law will significantly reduce such exploitation remains to be seen, but undocumented aliens remain the most likely to be victimized, the study said.

First-hand interviews

Besides surveying state and federal officials, the GAO undertook some first-hand investigations, such as the following:

"We met with a group of 10 Hispanic women, all of them undocumented aliens, who work in apparel manufacturing shops in Los Angeles' downtown garment district.

"Many said they earn less than the $3.35-an-hour minimum wage. One said she works 12 hours a day, six days a week, in order to earn $300 every two weeks—about $2 an hour. Another takes work home in order to finish enough pieces to earn $200 a week. Other complaints include physical abuse, unclean bathrooms and lack of drinking water."

The sweatshop plague is spreading to electronic industries with the growth of subcontracted work, the GAO found. It noted that in the electronic components industry, the number of establishments with fewer than 20 employees—where sweatshop conditions are commonest—more than doubled from 1972 to 1982.

Limited enforcement

Staff shortages and a policy of limited enforcement have virtually exempted many offending establishments from investigation, the GAO said.

Under OSHA, the report noted, safety inspections are targeted to construction and manufacturing industries that are considered high hazard on the basis of lost workday injury rates.

But since the apparel and restaurant industry rates nationally fall below that level, the GAO observed, these establishments would normally be inspected "only in response to a fatal accident or catastrophe, a written employee complaint, or a referral from another agency." It noted also that OSHA's policy of exempting from general inspection establishments with 10 or fewer employees excludes many sweatshop operations.

The report noted too that while the Fair Labor Standards Act requires employers to keep detailed wage and hour records that can be used to determine whether workers have been short-changed, "provides no civil penalty to employers for these record-keeping violations or for violations of the minimum wage minimum wage and overtime provisions."

In 1981, the GAO had recommended that Congress add a penalty provision to the wage-hour law. But, it noted, "no congressional action has been taken" and enforcement officials agree the change is still needed.

Alaska state workers affiliate with AFSCME

Anchorage, Alaska—Some 8,000 state workers chose AFSCME's Alaska State Employees Association as their collective bargaining representative in a mail ballot runoff election.

The victory "sends a strong message to the state of Alaska," said AFSCME President Gerald W. McEntee. "State employees want a strong contract."

The workers selected AFSCME over the unaffiliated public workers union they had belonged to and the Laborers.

Low income rate of states tied to ban on union shop

'Right-to-work' areas show income lag

Per capita personal income of residents in the New England and Mid-Atlantic states grew faster than the national average over a five-year period, the Commerce Dept. reported. But for workers in "right-to-work" states, the economic picture remained bleak as the income gap between the regions continued to widen.

Of the 10 lowest-ranked states, per capita personal income—when measured as a percentage of the nationwide average—fell below 1982 levels or remained stagnant in nine states, six of which have right-to-work laws. Another open shop state in the bottom 10, South Carolina, posted a slight increase, moving to 78 percent of the national averge. The bottom states posted per capita personal income levels ranging from 66 to 78 percent of the U.S. average.

By contrast, in the top 10 states, per capita personal income levels ranged from 107 to 126 percent of the national average. An 11th place ranking was the best performance by a RTW state—Virginia.

Per capita personal income in RTW states averaged $13,765, nearly $2,700 a year below the $16,403 earned by workers in states with a free collective bargaining. The average income per capita rose by an annual average of 6.2 percent since 1982, to reach $15,481 last year.

The New England region showed the greatest gain with an 8.1 percent annual jump in per capita income since 1982. Second was the Mideast area—covering the mid-Atlantic states and the District of Columbia—which experienced a 7 percent gain.

Regions with income increases below the national average included the Southwest, 3.8 percent; the Rocky Mountain area, 4.2 percent, and the Plains, 5.9 percent. The Southwest includes two open shop states, the Rocky Mountain area, three, and the Plains, five.

The per capita personal income report provides for changes in population, payroll and industry expansion.

Among the 21 RTW states, per capita income in Mississippi last year was $10,292, the lowest in the nation. The income levels and rankings for the other open shop states: Utah, $11,366, 49th; Louisiana, $11,473, 488th; Arkansas, $11,507, 47th; Idaho, $11,868, 46th; Alabama, $11,940, 44th; South Carolina, $12,004, 43rd; South Dakota, $12,550, 40th; Wyoming, $12,709, 38th; Tennessee, $12,880, 37th; North Dakota, $13,004, 36th; North Carolina, $13,314, 35th; Texas, $13,866, 34th.

Iowa's income was $14,236, ranking 30th; Georgia, $14,300, 29th; Arizona, $14,315, 27th; Nebraska, $14,328, 26th; Kansas, $15,126, 22nd; Florida, $15,584, 18th; Nevada, $16,366, 13th, and Virginia, $16,517, 11th.

By contrast, Connecticut ranked first in per capita income, with $21,266.

Other factors

AFL-CIO economist Anne Draper pointed out that a lower rate of population growth alone could not account for the much higher personal income levels enjoyed by residents in states that allow free collective bargaining.

As an example, she cited the Far West region, where per capita income grew 6 percent—a rate just below the national average—and the annual population growth rate was the highest in the nation—2 percent. Only one state in that group—Nevada—is a RTW state, and many workers in the state's mining and tourist industries benefit from union wages and contract provisions, Draper said.

Of the 21 right-to-work states, just three had per capita personal income rates that ranked in the top 20 states. Thirteen were clustered in the bottom 20 states.

In a separate report on state economic output, the Commerce Dept. found that just two open shop states—Texas and Florida—could be included among the top 10 states in terms of gross state product. Those 10 states account for 56 percent of the nation's output.

GOP filibuster blocks vote on Senate minimum wage bill

Continued from Page 1

tics were not a full-fledged filibuster.

Meanwhile, Vice President Bush backed away from his public promise to unveil his own plan for a "modest" increase in the minimum wage. First a Bush spokesman said the proposal would be made during the week of Sept. 12; later the date was put off because Bush would be busy preparing for his Sept. 25 debate with Gov. Dukakis.

Vice President Bush, as the presiding officer of the Senate, is in a position "to the behind the move for cloture," Kirkland noted.

Minimum wage workers have had their buying power eroded during the eight years they've gone without a raise, Kirkland stressed. He asked Bush to take a pledge of "liberty and justice for ALL" by helping to end obstruction tactics that are denying a raise to America's lowest-paid workers.

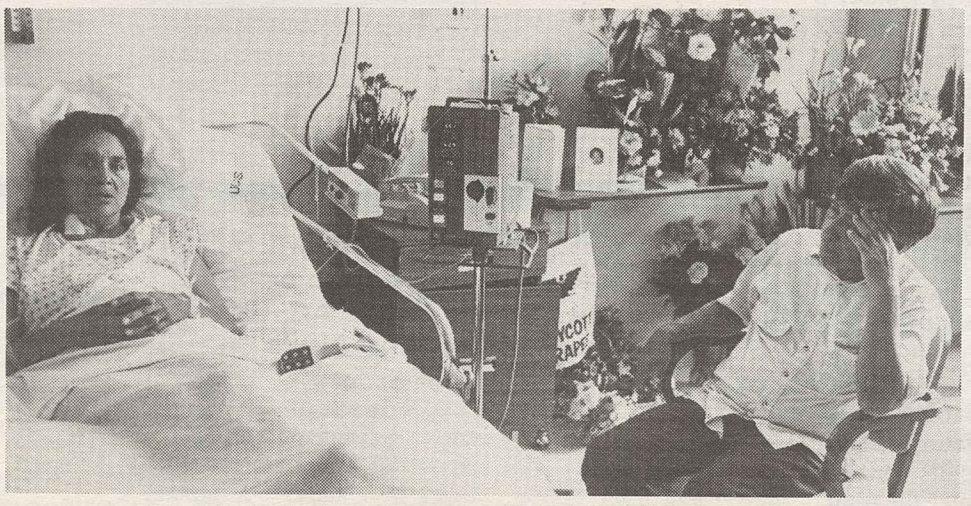
Whatever the definition of a filibuster, House Democratic leaders decided not to risk sending the bill to limit imports of textiles, clothing and shoes to a conference committee.

The bill the Senate passed earlier this month differed in some respects from the version the House passed last year. But rather than risk a new delay if a conference agreement had to go back to the Senate for final approval, the House will vote on a motion to approve the Senate version intact.

If the House agrees, as is likely, the bill will go to the White House and Congress will have an opportunity to vote on overriding an anticipated presidential veto.

In other developments:

- The Senate joined the House in clearing legislation to put into effect the Free Trade Agreement with Canada, a measure that was opposed by the labor movements of both countries. It remains a hotly controversial issue in Canada, where the two opposition parties have blocked action in the Canadian Senate.
- The House scuttled a labor-supported provision of the omnibus drug bill that would have required a seven-day waiting period for the purchase of handguns. The waiting period, supported by police forces across the country, had been endorsed by the AFL-CIO convention.



Farm Workers President Cesar Chavez, still weak from his 36-day fast, visits Dolores Huerta at the hospital after her beating.

Huerta left battered after peaceful protest

Continued from Page 1

sailing Bush's insensitivity to the pesticide hazards that Chavez risked his life to dramatize during his 36-day water-only fast.

"Grapes are sprayed with poisons that threaten the lives of farm workers and their families, the safety of rural communities, the quality of our water, soil and air, and the health of all consumers," the UFW said.

Wallace was also clubbed but did not require hospitalization. Huerta was scheduled to be released from the hospital after a nine-day stay to continue recuperation at home.

San Francisco authorities said they are investigating the attack. One policeman reportedly involved has been reassigned.

AFFORDABLE HOUSING

Affordable housing is no longer available to many average citizens. The high interest rate policies of the 1980s have combined with structural changes in the economy and years of recession to make decent housing a luxury for many people. Home mortgage interest rates, for example, averaged about 2.5 percentage points higher in the years 1981-87 than in the previous seven years.

Young first-time home owners are especially hard hit. Families need two earners in order to buy a first home and many young couples must live with their parents until they are able to afford a home. The percent of households aged 30-34 years owning homes, for example, sank from the 60-plus range in the 1970s to 53 percent last year. In some cases, higher down payments are needed for affordable monthly payments.

Housing takes a bigger bite out of the household budget for many renters as well as home owners. In the 1970s, rent burdens amounted to about a quarter of income or less for apartment dwellers. In 1987, the rent burden amounted to almost 30 percent of income, according to a recent Harvard Joint Study for Housing. This means that today's average renter will be forced to spend many hundreds of dollars more yearly for an apartment than if rental costs stayed as they were in the 1970s.

Rents are rising nearly twice as fast as prices generally. Between 1980 and 1987, rents for homes and apartments rose by 52 percent, while prices for all goods and services rose 28 percent. The cash burden of buying a home has also outpaced incomes. According to a Harvard study, the cash burden of first-time buyers rose from 25 percent of income in 1973, to 45 percent in 1982. It was still 32 percent of income in 1987—well above the levels prevailing in the 1970s.

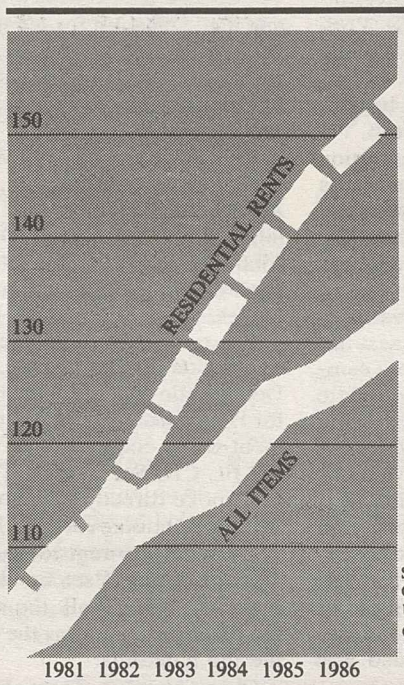
As expiration dates approach on 20-year contracts for subsidized, low-rent occupancy in over one million privately owned units, displacement of hundreds of thousands of low-income tenants could occur. The property owners would have a right to demand higher rents in line with the market-inflated values of the properties. Or they could prepay their mortgages, displace the tenants, and rent to higher income families. In either case, lower income occupants would suffer

The AFL-CIO supports assistance to first-time homebuyers and other moderate income families to help them become homeowners. In that connection, the Nehemiah demonstration should be made permanent. The Nehemiah is a production program for moderate-income families by local, nonprofit groups with participation by local and/or state governments. Legislation to support other variations of affordable housing production by nonprofit groups for homeownership and for rental occupancy should also be supported.

The AFL-CIO supports decent housing in a decent neighborhood for every American family. We want the existing supply of low-income housing to be preserved. At the same time, having a concern for the long-term costs to the government, the AFL-CIO places great emphasis upon the production of public housing.

The public housing program with its 1.3 million units of publicly owned housing has been largely successful over the years. Rents are not being raised to reflect higher property values, and there is no need to raise subsidies to reflect such higher values. Furthermore, the capital bonds, in effect the mortgages, have already been paid off on several hundred of such housing projects with a total of over 80,000 units. Many of these projects are receiving annual operating expenses or modernization aid, but the average annual subsidy for these units is a comparatively low $700 per unit per year.

Public housing, like homeownership for individual families, insulates the government against increased payments for housing because of rising property values, and makes for relatively low per unit housing expenses after the capital costs have been amortized.



RENTS RISING FASTER THAN OTHER CONSUMER PRICES, 1980-1987

SOURCE—BUREAU OF LABOR STATISTICS, U.S. DEPARTMENT OF LABOR, CONVERTED FROM 1987 BASE = 100 TO 1980 BASE = 100.

Dukakis

The Democratic party platform states that "the supply of affordable housing should be expanded. . . ." It endorses housing development by community-based non-profits. It views public housing as a national resource and states that the inventory of "public and subsidized housing should be renovated, preserved and increased . . ." and that first-time home buyers should be assisted.

Governor Dukakis has stated his support for a sort of "housing incentive grant" which would help states and cities address the problems of areas where high rents and low vacancy rates necessitate additional housing with federal assistance.

Bush

The high interest rates of the 1980s made it more difficult for families to purchase homes, while the Administration's budget policies made the situation worse. The Administration, for example, considered selling off the Federal Housing Administration to the private sector, even though FHA was successfully carrying out its designated function of widening home ownership opportunities for average Americans and was even turning a profit for the government. After a storm of protest from those who feared that lower income home buyers would not be well-served in the private market if FHA were dismantled, the plan was abandoned. FHA mainly insures home loans for first-time buyers of moderate means.

In the last few years, while the need for publicly aided low-income housing was growing, production under federal programs was cut back drastically at the Administration's request. Budget authority for assisted housing was cut from $28 billion to less than $10 billion between 1980 and 1987. In the three years ending with 1980, about 180,000 subsidized housing units were started under HUD programs each year. In the three most recent years and as projected for 1988, the figure is only about 20,000 units per year. Furthermore, the construction pipeline is running dry because under the Administration policies, funding authority for new construction under low-income housing programs has approached zero.

Administration housing policies have reflected the beliefs of the leaders of this Administration. In early 1984, President Reagan said, "What we have found in this country, and maybe we are more aware of it now, is one problem that we've had, even in the best of times, and that is the people are sleeping on the grates, the homeless who are homeless, you might say, by choice." In the same spirit in mid-1984, speaking to a reporter, the Under Secretary of Housing and Urban Development, Phillip Abrams said that many Hispanic families live in overcrowded housing as "a natural preference." He said that it is "a characteristic of Hispanic communities, irrelevant to their social and economic conditions."

The Bush/Quayle platform, among other things, urges reliance on a federal housing voucher program for low-income people in lieu of directly assisting housing production. It strongly criticizes public housing and urges that public housing units be sold off or run by tenants.

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'83 plant closing victims still bear scars

Lackawanna, N.Y.—Most of the 10,000 workers who were thrown out of work in 1983 when Bethlehem Steel Corp. closed its plant here never found another full-time job.

About half of those responding to a survey conducted by the state Labor Dept. with assistance from the Steelworkers retired. But three out of four of those taking a premature retirement tried without success to find new employment.

The survey was taken three years after the shutdown, and received a high 45-percent response rate from the sampling of 2,839 queried. Three-fourths of the group had been employed by Bethlehem for at least 25 years before the shutdown.

Responses of the plant closing victims showed the scars of the Reagan recession hadn't healed. These were some of the findings:

- Despite state and federal assistance to the displaced workers, those who found other employment searched an average of 16 months before finding a new job. But those who entered job training programs had better success than those who did not.
- One-third of those who found work are in part-time, lower paying jobs.
- Of those who remained unemployed, one in three had personal or family health problems, and had difficulty paying health care bills.
- Average family income dropped 40 percent, even though many of the spouses of displaced workers entered the workforce or changed from part-time to full-time employment.

State Labor Commissioner Thomas F. Hartnett, who released the report, noted that a number of the former Bethlehem employees sent back personal notes along with the questionnaire. Hartnett quoted the comment of John Croft, one of the veteran Bethlehem workers left stranded.

"I have been willing to work hard for my pay all my life," Croft wrote. "Now I can't get a job that would pay me $200 a week clear so I could have a decent life for my family."

Louis J. Thomas, state director of the Steelworkers, noted that the devastation would have been worse if it hadn't been for job training and placement assistance that the state made available. He expressed the hope that the survey will lead to more effective ways to help plant closing and layoff victims.

Hartnett said the Bethlehem Steel study will help the state agency carry out a directive from Gov. Mario Cuomo to work with New York's labor movement to establish a model dislocated worker program for communities hit by plant closings and mass layoffs.

A positive finding of the survey, he noted, was that job training does help displaced workers find other jobs.

Diplomatic mission

Labor attaches from American embassies around the world hear from AFL-CIO President Lane Kirkland during a session of their annual conference held at the federation's headquarters. The attaches keep in regular contact with trade union developments in the countries to which they are assigned.

Trades welcome OSHA limits on asbestos fibers

The Occupational Safety & Health Administration's new short-term worker exposure limit for asbestos was welcomed by the AFL-CIO and its Building & Construction Trades Dept. which had sued the agency in 1986 to gain the excursion limit.

The new rule, which goes into effect Oct. 14, sets a short-term limit of 1 million fibers per cubic meter of air over a 30-minute period.

Asbestos can cause cancer in several parts of the body that is usually fatal. It has claimed the lives of many thousands of workers.

AFL-CIO safety director Margaret Seminario said the new limit would help workers in the construction industry and brake repair jobs. "We would have liked to have seen a stricter limit on short-term exposures," she said.

The lower limit will trigger medical surveillance, air monitoring and other protections for these workers, she noted.

Under the asbestos standard's limit of 200,000 fibers averaged over an eight-hour work day, workers could be exposed up to 3.2 million fibers over 30 minutes, provided they received no other exposures during that period.

The new short-term limit reduces peak exposures by more than two thirds and will benefit about 36,000 workers whose exposures are mainly short-term, high concentraditions of asbestos, OSHA said.

Deadly substance

Asbestos is hazardous to workers at any dosage level.

The U.S. Court of Appeals for the District of Columbia Circuit ordered OSHA in February to reconsider its decision not to include a short-term exposure limit when it issued the standard in June 1986. OSHA insisted that the hearing record failed to show a dose-rate response necessary to justify a short-term limit.

Information collection requirements related to the new limit—including initial monitoring, periodic monitoring, written compliance programs, training, medical surveillance and objective data records—will be reviewed by the Office of Management & Budget for approval.

Montana unions launch drive for big voter turnout

Butte, Mont.—The Montana AFL-CIO endorsed candidates for state and national offices and focused on get-out-the-vote initiatives and other political education efforts for the November election.

The 110 delegates voted to raise the per capita tax by 11 cents over the next three years, in steps of six, three and two cents.

Executive Sec. James Murry emphasized the value of the COPE endorsement, but reminded delegates that the hard work was yet to come and their responsibilities were just beginning. "We must make labor's endorsements worth more than ever before in terms of involving trade unionists in political activities—like voter registration drives, political education and a get-out-the-vote effort on Election Day," he declared.

Murry also discussed the growing impact of the trade deficit on state industries, particularly in copper mining and timber.

Higher education

Delegates voted to support a statewide ballot issue to increase tax funding for the university system and opposed a measure that would give the legislature authority to adjust public assistance benefits.

Delegates heard from Democratic Rep. Pat Williams who won the convention's endorsement in his House race. They also endorsed the re-election bid of Democratic Sen. John Melcher and gave COPE's vote of approval to candidates Richard Buck O'Brien in the state's second congressional district and Thomas Judge in the gubernatorial race.

Sen. Max Baucus (D) and Gov. Ted Schwinden addressed the convention. Other speakers included Vice Presidents Henry Bechtholdt of the Boilermakers and Evelyn Dubrow of the Ladies' Garment Workers.

The convention expressed strong support for the Northwest Coalition Against Malicious Harassment, a group formed to stop growing "neo-Nazi" activities in the region. It reaffirmed opposition to efforts to enact a state "right to work" law and opposed any cuts in compensation programs.

New York state convention musters up grassroots lobby

Kiamesha Lake, N.Y.—The New York AFL-CIO wants to harness the lobbying power and political strength of 2.3 million union members to advance labor's legislative goals in Albany and Washington.

That was the thrust of a state federation convention that included 24 nuts-and-bolts workshops as well as addresses by an array of public figures, action on more than 100 resolutions and political endorsements for Congress and the legislature.

State AFL-CIO President Edward J. Cleary said the federation's effectiveness has been enhanced by the return of the Teamsters, and establishment of a new Public Employee Division, that has helped bring about new affiliations with the state body.

The two years since the last convention, Cleary noted, has also seen creation of a large-scale drug abuse and referral program set up under the federation's Dept. of Community Services. Employment and training activities have been geared to the needs of workers displaced by plant closings and layoffs. A new Women's Division also was launched during the convention.

Resolutions adopted by the 1,500 delegates urged parallel campaigns in Congress and the legislature for federal and state laws raising the minimum wage, establishing the right to family leave, and strengthening the unemployment compensation program, among others.

Delegates heard Gov. Mario M. Cuomo and other top state officials, U.S. Labor Sec. Ann D. McLaughlin, Sen. Daniel P. Moynihan (D-N.Y.) AFL-CIO COPE Director John Perkins and, by telephone hookup, Democratic presidential candidate Michael Dukakis.

The convention endorsed Moynihan for re-election to the Senate and backed 19 Democratic and five Republican candidates for House seats. Delegates made no endorsement in 10 congressional districts.

AFL-CIO Sec.-Treas. Thomas R. Donahue spoke directly to labor's political task in this election year.

"We need to register the unregistered," Donahue said, "set up the phone banks, make the calls, walk the shop floor, work the plant gate, canvass the precinct, distribute the handbills."

Cleary and Sec.-Treas. Paul F. Cole were re-elected to two year terms without opposition.

Missouri Fed wants public bargaining law

Kansas City—The Missouri AFL-CIO called for legislation to guarantee bargaining rights for public employees and to set a state minimum wage.

The 400 delegates to the state federation's 14th biennial convention also urged the legislature to override Republican Gov. John Ashcroft's veto of a bill banning the use of inmate labor on prison projects.

The convention endorsed a number of candidates for local, state and congressional seats.

The bill banning the use of inmate labor was sponsored by Democratic Rep. E.J. Cantrell, president of the Missouri State Building & Construction Trades Council, after prisoners were used instead of painting contractors on a $300,000 job.

In calling for a state minimum wage, the convention noted Missouri is one of the few states lacking protection for workers not covered by the federal law.

State AFL-CIO President Daniel J. McVey noted that despite "eight years of consistent attacks" on living and working conditions, workers are united and "we plan to exercise that strength in November."

Delegates targeted state legislature contests important to the goal of collective bargaining rights for public workers. They also adopted a constitutional change adding a permanent public employee representative to the state federation's board.

The convention endorsed Democratic State Sen. Jay Nixon in the U.S. Senate race against Republican incumbent John Danforth. Nixon said Danforth backed social security cuts and business tax breaks, and fought funding for student loan programs.

State Rep. Betty Hearnes (D) was backed in her race against Ashcroft. She pounded away at the Republican incumbant's use of "illusions and images" to confuse the public about the state's actual lack of progress in education and job development. Hearnes noted 56 Missouri plants closed last year, ending 22,000 jobs.

Other endorsements included Republican incumbent Bill Webster for attorney general, Democrat Bob Holden for state treasurer, Republican Roy Blunt for secretary of state and Democrat Mel Carnahan for lieutenant governor.

The convention endorsed all Democratic incumbents and challengers for congressional seats, except in the seventh district where it made no endorsement.

AFL-CIO news

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UNION YES

Republicans torpedo wage boost

Aiding grape boycott

At storefront demonstration in Washington to press labor's boycott of California table grapes and call for a ban on toxic pesticides, Farm Workers Vice President Arturo Rodriguez gets some enthusiastic support. From left, Newspaper Guild President Charles Dale; Guild office administrator Mary Aldrich; Ron Richardson, president of Hotel Employees & Restaurant Employees Local 25; Guild Sec.-Treas. John Edgington; Joslyn Williams, president of the Metropolitan Washington AFL-CIO, and Rodriguez.

A Senate Republican filibuster stranded America's lowest-paid workers below the poverty level, leaving the federal minimum wage stuck at $3.35 an hour.

After two unsuccessful attempts to muster the supermajority of 60 votes needed to limit debate, the labor-supported bill to raise the wage floor to $4.55 an hour over three years was set aside. Any relief for minimum wage workers will have to wait for a new Congress and a new President.

Republican refusal to let the Senate vote on the minimum wage bill left Vice President George Bush with a major credibility problem.

Silent partner

On the presidential campaign trail, Bush had expressed a willingness to consider an increase in the minimum wage. But in the 10 days a minimum wage bill was on the Senate floor, he remained a silent and willing partner to Republicans who refused to end the filibuster.

AFL-CIO President Lane Kirkland expressed the labor movement's deep disappointment at the outcome, noting that it has been more than seven years since the minimum wage was last increased.

"America's lowest-paid workers are entitled to a higher level of wages for themselves and a higher degree of honesty from Mr. Bush," he declared.

Sen. Edward M. Kennedy (D-Mass.), the floor manager for the minimum wage bill, and Majority Leader Robert C. Byrd (W.Va.) sharply assailed Republican insistence on a two-tier, subminimum wage as the price for even considering a rise in the minimum wage floor.

The Republican floor leader on the bill, Utah Sen. Orrin G. Hatch, proposed what he termed a "training wage" amendment that would have allowed employers to pay new hires only 80 percent of the minimum wage for the first three months of their employment.

Employers would not have to provide any training. The subminimum could be imposed on an experienced worker laid off from a factory job. But the two-tier system would cut the payroll costs of low-paying businesses with high turnover.

Kennedy then proposed a substitute measure that would expand the existing student exemption under which a limited number of after-school jobs can be filled at 85 percent of the minimum wage, with safeguards against displacing full-time workers.

Continued on Page 3

New York next

The AFL-CIO's fourth regional conference of 1988 will be held on Oct. 14-15 in New York City.

The conference, like those held earlier, will include workshops and a rally for labor-endorsed political candidates.

The New York City conference, to be held at the Omni Park Central Hotel, is for unionists in Connecticut, Delaware, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Puerto Rico, Virgin Islands, Rhode Island and Vermont.

Previous conferences were held in Chicago, Houston and Atlanta. The final meeting will be in San Francisco on Oct. 21-22.

Stalling tactics block vote on parent leave, child care

End-of-session battle snarls Senate

The same end-of-the-session delaying tactics used to kill the minimum wage bill have been deployed by Senate Republicans to prevent passage of labor-supported parental leave and child care legislation.

The message of obstructionism came from what Senate Republican Leader Robert Dole (Kan.) described as a "raucous caucus."

To the dismay of GOP moderates, the large bloc of Republicans opposed to the legislation served notice that all available parliamentary maneuvers, including offering an unlimited number of unrelated amendments, would be used to keep the Senate from acting.

President Reagan vetoed the job-saving bill to limit textile, clothing and shoe imports—again breaking his 1980 campaign pledge. See Legislative Alert, Page 8.

Comparable tactics were unleashed by House Republicans in an attempt to sidetrack another labor-supported bill, directing a pay equity study of federal employment. But the stricter House rules and the determination of the bill's supporters led to a decisive 302-98 victory.

In the Senate, the first attempt to derail the parental leave measure came when a 60-page bill to toughen laws against child pornography was offered as an amendment. After a two-day debate, it was adopted 97-0. But before the discussion could get back to the merits of the parental leave bill, Republicans served notice that they had a barrel of other amendments in the wings.

Senate Majority Leader Robert C. Byrd (W.Va.) filed a cloture petition in an effort to force a vote on the merits of both parental leave and child care legislation, but is was clear that there was only a slim hope of final action before Congress adjourns.

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Growth of poverty-pay jobs shrinks middle-income base

Low-wage jobs are pulling down America's living standards, a Senate Budget Committee study found.

It examined employment growth during the past eight years, covering the Reagan-Bush era, and Budget Committee Chairman Lawton Chiles (D.-Fla.) told the Senate that "the news isn't good."

The study, based on new data released by the Census Bureau, found that "wages have moved in the wrong direction," Chiles reported. "The sad truth is that jobs paying below the poverty level are growing faster than any other kind. And jobs that provide a middle-class standard of living are a shrinking part of our job landscape."

The committee study used 1987-value dollars to trace the changes in the job picture during this decade. The middle range represented jobs paying above $11,610—the poverty level for a family of four—and below $46,445.

In 1979, 64 percent of U.S. jobs were in the middle-income range. But 50.4 percent of the net increase in employment during this decade has been at jobs paying less than a poverty-level wage, and the trend appears

Continued on Page 3

Jobless benefit crisis confronts states

States would have to borrow billions from the federal government to pay benefits during a future recession because of inadequate reserves, the General Accounting Office warned, even though fewer jobless workers will be eligible for benefits because of tougher requirements.

During the 1981-82 Reagan recession, the states had to borrow $11.8 billion to provide jobless benefits for the millions of workers left unemployed, the report said. The burden of repayment has caused many states to tightly restrict eligibility. The GAO noted that only 25 percent of the unemployed received benefits last October. For all of last year, just 29 percent of jobless workers received benefits.

"The decline in the proportion of the unemployed receiving benefits suggests a reduction in the system's effectiveness in stabilizing the economy—and in mitigating the effects of income loss suffered by the unemployed," the report said.

Fewer receiving benefits

"The average proportion of unemployed receiving benefits during the 1980s has fallen by about 30 percent since the 1950s," it pointed out.

Federation compensation specialist James Ellenberger noted that over the past several years, many states have required people "to work longer and earn more" in order to qualify for unemployment insurance. Additionally, disqualification changes make it far easier for employers to contest claims and for state agencies to avoid paying claimants their jobless benefits," he said. The GAO report found that 44 states had taken action to reduce workers' eligibility for benefits.

The GAO study noted that the unemployment insurance system has just five months of reserves, or $19.4 billion. The Labor Dept. has recommended that states carry at least 18 months of benefits.

The GAO urged Congress to ease the current fund burden on the states and help restore reserves, warning that the nation faces "greater tax increases in the regions that have experienced the least favorable economic conditions" and that workers face eroded benefits.

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88/10/01

'American dream' dims for nation's young families

The American dream has slipped into reverse for young families who face reduced real incomes, skyrocketing housing and shelter costs and nonexistent or inadequate health care coverage.

That's the conclusion of a report by the Children's Defense Fund and Northeastern University's Center for Labor Market Studies. The report, "Vanishing Dreams: The Growing Economic Plight of America's Young Families," analyzed Current Population Survey data collected by the Bureau of the Census and the Bureau of Labor Statistics and found that young families are quickly losing economic ground.

The CDF study contrasted the economic status of young American families in 1986—those headed by a person under age 30—with that of similar families in 1973. It documented an "economic disaster" for young American families, one that has resulted in more than one-third of all children in those families being forced to live in poverty and widened the income gap among American families.

In releasing the report, CDF President Marian W. Edelman said that the nation's young families "are afflicted by an economic depression." She called on Congress and the nation to "adopt a longer-term investment strategy beginning in 1989 to restore a strong economic base for young families, respond to the new realities of a rapidly changing labor market and prepare today's children and youth for productive roles in tomorrow's economy."

Income falling

From 1973 to 1986, young families with children saw their median income drop 26 percent, after adjustment for inflation. This decline came despite the fact that more families relied on two wage earners to make ends meet, the study noted. The median income of family heads fell 30 percent, from $19,243 in 1973 to $13,500 in 1986, while the median earnings of black family heads plummeted 50 percent over the 23-year period, the report found.

But the plight of young families often is hidden by statistics that measure the well-being of all families, the review declared, pointing out that the median income of all families dropped less than 1 percent over the same period, after adjustment for inflation. While overall family income has remained stagnant, "young families are starting out far behind the generation preceding them" and have fared far worse, it noted.

"Compared to their counterparts in the early 1970s, today's young families have far lower earnings and incomes, much higher poverty rates and diminishing hope and confidence in the future," the study found.

Stressing that the education level attained by the family head was key to maintaining or improving earnings, the study found that young workers with the least education seemed to be the chief victims of the changing economy, experiencing earnings losses of 35 percent. But a high school diploma did not improve the economic picture by much as those young families suffered a decline in median earnings of nearly 33 percent.

The study attributed the income loss to a decline in manufacturing jobs and the government's failure to raise the minimum wage to keep pace with inflation, reducing the purchasing power of millions of low-wage workers. Many young workers have been forced to accept part-time and temporary jobs that lack health insurance coverage and have limited opportunities for the future, it said. Since 1979, the percentage of workers under age 25 who were working part time but seeking full-time jobs has doubled, the report noted.

But "economic growth alone cannot solve the problems of young families," the study said, noting that most poor children lived in female-headed families and "economic growth barely trickles down to such families." Within young married couple families, "the earnings of young men without a college education have fallen so dramatically since 1973 that an additional year or two of modest economic growth" will not reverse their decline, it said.

Child care costs

Young families in which both parents work face growing child care costs and frequently "must settle for very low-quality child care," the report found. "An increasing proportion of all young families now are headed by single parents," it noted, with those families far more likely to live in poverty. Others have delayed marriage and childbearing.

The CDF report urged Congress to adopt the Act for Better Child Care Services and other programs to help working families meet their child care needs. Greater investment in education programs, including Head Start and Job Corps, financial assistance for college-bound poor and minority youth and job training programs for young workers not attending college also are needed, it said.

Public assistance benefits should be raised to "more adequately reflect the cost of raising a family," it added.

Sounder footing

The study also recommended that Congress restore a strong economic base for young families by raising the minimum wage, expanding tax credits and working to bring about full employment.

Other findings of the study showed that:

- The poorest fifth of all young families received only 4 percent of the total income available to young families in 1986, down from 6 percent in 1973, while the share of the wealthiest fifth of young families grew from 37 to 42 percent over the same period.
- Home ownership is now beyond the reach of most young families, with the average price of a new house up 40 percent since 1973. Slightly more than 20 percent of the median young family income was needed to carry a mortgage in 1973, but by 1986, the figure more than doubled to 51 percent.
- Young adults ages 18-24 are the least likely to be covered by any health insurance, while more than one in five children in young families had no medical coverage in 1986.
- Young families in every region have lost economic ground, with poverty increasing much more rapidly among young families than older ones. In five of nine regions, the poverty rate for young families was more than double that of older families in 1986.

Quayle's way

Sen. Dan Quayle, the Republican vice presidential nominee, has a double standard for rich parents and not-so-rich parents who need to take parental leave.

In 1985, using a letter from his daughter, Quayle got the entire Senate dismissed so he could take parental leave to attend a school play.

But last July when he participated in the mark up of the Parental & Temporary Medical Leave Act, Quayle introduced an amendment assuring employers they would have the right to fire workers who take off as much as one day to be with a seriously ill child.

Quayle's amendment came shortly after a worker had testified that he was fired for having taken off five days to be with his son who was dying of cancer. After the boy died, the father was fired.

OSHA assailed on machine safety

Job accident victims say warning tags not adequate

The Occupational Safety & Health Administration's proposed lockout-tagout standard was assailed by organized labor, a maimed union member, a widow and a U.S. senator who called it a "weak, exemption-riddled standard that leaves workers largely unprotected."

OSHA's proposal would not require an employer to disable a machine during servicing or repair so that it could not be accidently turned on. All that would be needed is a warning tag tied to the starting switch.

Deborah Berkowitz, safety director for the AFL-CIO Food & Allied Service Trades Dept., told an OSHA hearing panel how a young worker at a meatpacking plant died while cleaning a large beef grinding machine. On entering the machine, the man lost his footing, frantically reached for something to stop his fall and grabbed the start lever. After an OSHA fine, the company installed a lock to insure the machine could not be started when it's being serviced.

Berkowitz stressed that a warning tag is not an acceptable substitute for locks in deactivating machinery. She said tags should be used only to supplement locks and each worker should have his own lock. The proposal should also cover normal operations during which machines must be unjammed or clean out.

Eileen Paumier of North Canton, Ohio, whose husband was crushed to death in 1985 by an elevator he was servicing, pleaded that OSHA officials "not let this tragedy again happen to someone else." She explained through her tears the agony her daughter feels over the senseless death of her father. A lockout switch was installed on the elevator later the same day that Paumier died.

Sen. Howard M. Metzenbaum, chairman of the Senate subcommittee on labor, assailed the proposal to permit paper warning tags to be substituted for locks. "The federal agency charged with protecting the safety of American workers in effect has said it doesn't give a damn," he said.

"If OSHA is serious about protecting America's workers, it must change this proposal to make it a true lockout and tagout standard," Metzenbaum insisted.

OSHA must realize that a tag would not have saved the life of John Paumier or the lives of the countless others who have died since 1980, Metzenbaum told the panel. The switch to the elevator that Paumier was working on was 40 feet away from the elevator. "Only if the control switch had been locked into the 'off' position, and only if he controlled the key would John Paumier have been protected," the senator said.

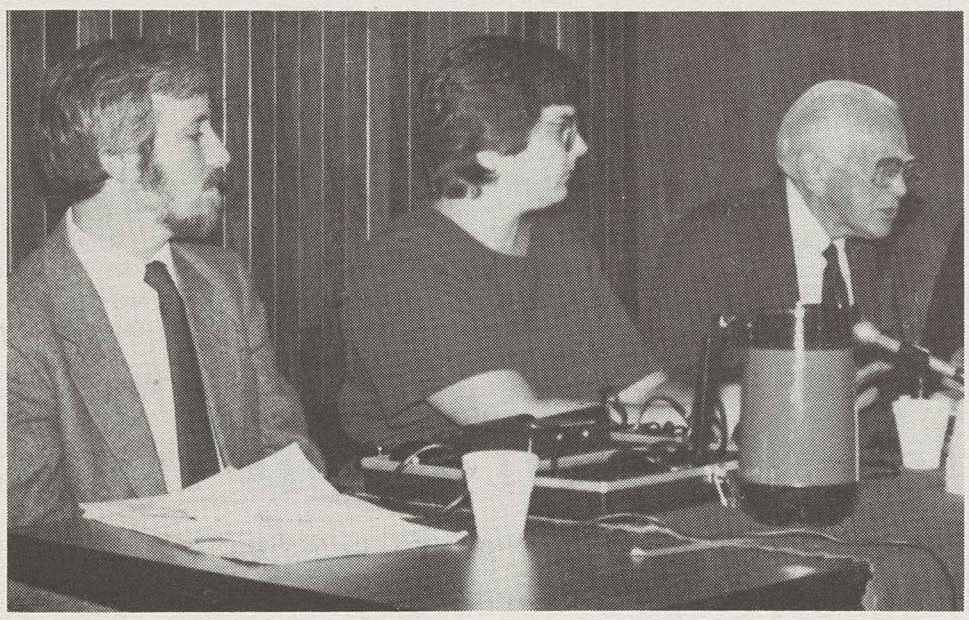
Inadequate protection

Bill Wilson, safety director for Food & Commercial Workers Local 400, testified that tags simply aren't sufficient protection. "They simply don't control entry and exit from the danger zone. Tags should be used only as an information device in conjunction with locks, not as a substitute," Wilson stressed.

Mary Tvedt, a member of UFCW Local 304A, told how four fingers were cut off her hand in 1984 by a power slicer she was cleaning. A fellow worker who couldn't see she was still working on the machine, switched it back on. Tvedt had been working at John Morrell & Co. plant in Sioux Falls, S.D.

Tvedt pointed out that OSHA still cites the company for safety violations, but only after workers are injured. She expressed outrage that the agency has taken nine years to propose a lockout/tagout rule. The Auto Workers had petitioned for an emergency standard in 1979.

She expressed even greater outrage at the fact that the planned rule would not require locks and that it would not "cover the very activity that left me handicapped." Normal production operations, such as cleaning and unjamming machines, are not covered by the rule.



ICWU safety director John S. Morawetz and Eileen Paumier testify with Sen. Howard M. Metzenbaum at OSHA hearing on proposed lockout/tagout rule.

Unions challenge drug test policy for U.S. vessels

The Coast Guard is off course in proposing random drug and alcohol testing of crews of American-flag ships, four unions contended in joint testimony to the House Merchant Marine Subcommittee.

A testing program of the magnitude proposed by the Coast Guard would burden American-flag shipping with costs that competing foreign-flag carriers don't have to bear, the unions contended. Joining in the testimony were the Marine Engineers, the Seafarers, the SIU-affiliated Inland Boatmen's Union of the Pacific, and the Masters, Mates & Pilots division of the Longshoremen.

"We are committed to the highest standards of safety and a drug-free working environment," the unions declared. But the Coast Guard has not demonstrated that drugs and alcohol have been a significant factor in accidents involving American-flag vessels so as to justify the intrusion on personal privacy and the expense to the shipping industry, the statement noted.

Random testing sought

The rules the Coast Guard says it intends to impose by the end of this year would subject U.S. merchant seamen to periodic, pre-employment and random testing.

Industry employer groups, representing American-flag liners and tankers, said the testing program would require shippers to spend millions of dollars for a constitutionally dubious program that would give foreign-flag operators still another competitive advantage over U.S. merchant vessels.

Rep. Walter B. Jones (D-N.C.), chairman of both the subcommittee and its parent Merchant Marine & Fisheries Committee, was joined by Republican members in sharply questioning the Transportation Dept.'s justification for the program.

If a drug and alcohol testing program were necessary, the union statement added, "it should apply to all vessels that enter U.S. waters, not just U.S.-flag vessels."

Bush tax proposals another giveaway to rich

Vice President George Bush is "playing favorites" with his lopsided tax proposals, clearly favoring the wealthy by offering them a tax savings 15 times greater than what Bush has in mind for middle-income workers, the AFL-CIO said.

Federation Economic Research Director Rudy Oswald pointed out that Bush has proposed cutting capital gains taxes to 15 percent, providing a permanent tax break for the wealthy equal to as much as $180 per $1,000 of profit from the sale of stocks, bonds or other capital investments.

For middle-income families, Bush proposes a gimmick that would defer for five years $12 in taxes for each $1,000 set aside for education. Plus, families would still owe taxes on the interest they earned. Oswald said the nation already has a program offering a better deal—U.S. savings bonds.

Labor's food bank meets a need

Gales Ferry, Conn.—A labor-backed community food center that opened here to help combat hunger is the result of efforts of the labor division of the United Way of Southeastern Connecticut and the support of numerous union groups.

The new United Way-Labor Division's Food Center, which will assist distressed workers, union and nonunion alike, opened just before Labor Day. Its roots, however, go back to 1984 when the AFL-CIO Community Services Committee for that region and the labor division of the United Way set up a food and emergency services program.

AFL-CIO Community Services Rep. Gemma Moran, labor's liaison with United Way, coordinated the activities that led to the establishment of the food distribution center. From 1984 until the opening of the center, the emergency service program worked with a food voucher system whereby needy workers received vouchers made out to various supermarkets. While it has been efficient and accountable, said Moran, a food center is more economically sound.

Helping more workers

"Rather than paying $1.20 for a loaf of bread at the supermarket, the distributing agencies will pay 12 cents for the same loaf of bread at the food center and it will be given to the needy for free," she said, pointing out that more people can be helped.

The impetus behind the food center was the continuing strike at the Electric Boat Division of General Dynamics, located in Groton, Conn. Some 10,000 workers from 10 unions, which form the Metal Trades Council of New London County, have been on strike since July.

The strike helped speed up the establishment of the center, Moran said, but it serves the entire community and those receiving assistance are "carefully screened to ensure that they are truly needy." These workers do not qualify for local, state or federal assistance programs.

The emergency services program is administered through three United Way agencies—Centro de la Communidad and two Catholic Charities agencies. The Labor Division receives a $20,000 annual grant from United Way. The Electric Boat In-Plant Federated Fund Plan provides $40,000 a year to the labor division, but the funds are earmarked to provide assistance for Electric Boat workers needing aid under the program guidelines. Other donations bring the total aid to about $80,000 a year and more than 300 needy workers a month are helped, Moran said.

"I have also seen the hunger problem grow out of control over the past few years," Moran said. "Housing costs are high, heat and electricity are high, food prices are high—together, these factors can break a working family if a crisis hits. On top of the list is food."

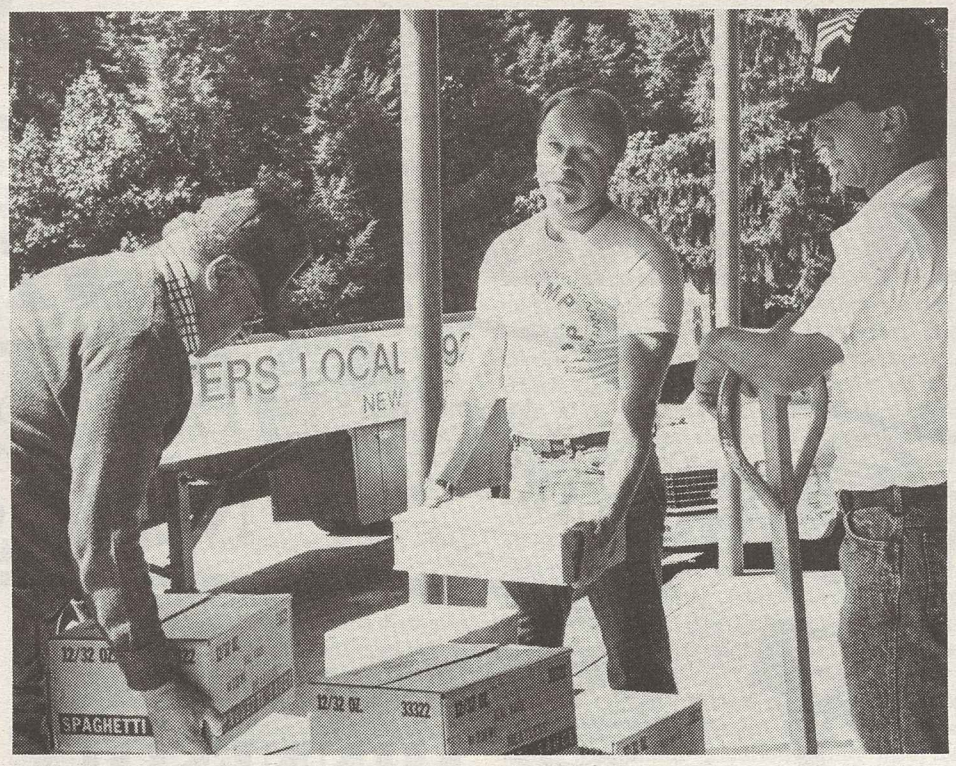
The Community Services Committee is composed of the Metal Trades Council, New London AFL-CIO, Norwich AFL-CIO, Norwich-New London Building & Construction Trades Council, Auto Workers Local 571, Thames Labor Coalition and Teamsters Local 493.

Melodie Peters, president of the New London AFL-CIO, said the strike at Electric Boat has brought "a sense of immediacy to the region's hunger problems. The labor staff and the various human services agencies cannot meet the demands of families with food needs."

Volunteer help

In July, the state AFL-CIO, the Labor Commissioner and the Governor's office worked out a plan to provide a warehouse and scores of volunteers, union and nonunion, helped to refurbish the center.

Peters credited Phil Guarnaccia, secretary-treasurer of Teamsters Local 493 with working to provide drivers and trucks to bring food to the warehouse from the Connecticut Food Bank in New Haven.



Union volunteers—Ernest Lacey of the Boilermakers, John Guy Jr. of the Machinists and Rick Silvia of the Pipefitters—unload supplies.

Poverty jobs erode cost of living norms

Continued from Page 1

to be accelerating, the Senate study found.

While the percentage of high-paying jobs has risen—from 3.7 percent of the workforce a decade ago to 4.5 percent—the big addition has been at the lower end.

The "downward wage polarization is color blind," the study noted. "Both whites and nonwhites have seen the share of jobs paying below the poverty level expand at the expense of middle-wage jobs."

For nonwhites, in terms of net employment change, 1.4 million jobs paying below the poverty level were added, compared to 147,000 high-wage jobs.

Last year, the study showed, 42 percent of nonwhite workers and 33 percent of whites earned below poverty-level wages.

The one exception to the downward trend of wages was among women, who increased their share of middle-income jobs by 1.2 percent over eight years. But they started so far behind that the percentage of women workers in poverty-level jobs remains much higher than men—43 percent to 27 percent.

But by all measurements, male workers suffered the greatest setback during the period of the study. Fully 82 percent of the gain in male employment has been at jobs paying below poverty level wages.

Republicans stall Senate action on parent leave bill

Continued from Page 1

During the brief debate on the parental leave bill, chief sponsor Christopher J. Dodd (D-Conn.) and co-sponsor John H. Chafee (R-R.I.) agreed to exempt firms with fewer than 50 workers to lessen opposition.

The bill, which opponents sought to paint as another attempt at government interference with employers, would allow either parent to take up to 10 weeks of unpaid leave on the birth or adoption of a child or to care for a seriously ill child. It would also allow up to 10 weeks of unpaid leave during a worker's own illness.

The employer's only obligation would be to restore the worker to the same or a comparable job and to continue any employer-provided health insurance during the leave.

In another area, a House-Senate conference committee agreed on a major overhaul of the nation's welfare system, but included some flawed "workfare" provisions that caused the AFL-CIO to oppose it.

A chief concern, shared by members of the House Education & Labor Committee who refused to concur in the conference agreement, was a plan to assign welfare recipients to work on public jobs alongside of career public workers—but at the minimum wage and without other benefits or rights.

The pay study bill, whose principal author is Rep. Mary Rose Oakar (D-Ohio), is similar to legislation the House passed in each of the last two Congresses, only to see it bottled up in the Senate.

Georgine spurs renewed emphasis on public housing

Public housing should remain an important ingredient of the nation's low-income assistance program, the AFL-CIO urged at Senate hearings.

While no new housing legislation will be introduced in the short time remaining in this Congress, a subcommittee headed by Sen. Alan Cranston (D-Calif.) is soliciting views on staff suggestions for a National Affordable Housing Act in the next Congress.

AFL-CIO Vice President Robert A. Georgine, who heads the federation's Building & Construction Trades Dept., expressed concern that privately-owned low-income rental units that were built with government subsidies are shifting to more profitable market-rate housing as their legal commitments expire.

"Public ownership of housing units, like private homeownership, provides insulation against increased payments for housing due to rising property values," Georgine noted. He acknowledged that some projects have been unsuccessful but pointed out that a recent survey showed a waiting list of 800,000 persons seeking apartments in public projects.

Georgine's testimony, presented by AFL-CIO Associate Research Director Henry Schechter, expressed concern at the absence of Davis-Bacon Act prevailing wage requirements in drafts of proposed legislation.

Cranston agreed, and said Davis-Bacon protections would be part of any new housing legislation.

In a related area, the AFL-CIO testimony noted the "illogic" of a budget system "treating the cost of long-lasting public works and housing as current expenditures, the same as payments for fuel to heat this building." It suggested a separate capital budget, "to charge off public improvements over their useful life," a pattern generally followed by private business and most state governments.

Connecticut Fed convention backs Weicker for Senate

Hartford, Conn.—Delegates to the Connecticut AFL-CIO convention endorsed political candidates for national and state offices and voted to raise the per capita tax.

The convention approved a two-step increase in the per capita tax, raising the 38-cent rate by 6 cents effective Jan. 1, with another 6-cent increase a year later.

The 500 delegates endorsed Sen. Lowell P. Weicker's re-election bid, marking the first time the convention had endorsed a Republican candidate for national office.

Weicker called the union movement "the conscience of America" and told delegates he has always supported labor's efforts, especially during the "rough eight years" of the Reagan Administration.

Democratic presidential candidate Michael Dukakis addressed delegates through a telephone hookup at an evening reception honoring state labor commissioner Betty L. Tianti. The convention established a scholarship fund in Tianti's honor, to highlight her service as Connecticut AFL-CIO president. Tianti was the first women to be elected to a state federation's highest post.

Driscoll honored

Delegates also honored John J. Driscoll, president emeritus of the state federation, by renaming the headquarters building for him.

State AFL-CIO President John W. Olsen reviewed the federation's legislative and political accomplishments over the past year, and delegates considered 60 resolutions, mapping the federation's legislative agenda for the next session.

The convention urged passage of legislation giving teachers both the right to strike and the "Canada option," which allows the parties to choose binding arbitration.

Delegates also called for a ban on electronic eavesdropping, sought restrictions on contracting out, reaffirmed support for equal rights and pay equity and called for reform of the Hatch Act and the National Labor Relations Board.

Steelworkers President Lynn Williams questioned the legacy left to workers by the Reagan-Bush team, noting that Administration has permitted the country's industrial base to be destroyed and good jobs to go overseas.

The United States is full of working people, he declared, "people working two jobs to make ends meet, those working part-time who need full-time jobs and those unemployed and discouraged workers who cannot find a job."

Other speakers included COPE Director John Perkins, Gov. William O'Neill (D), Deputy Director Don Slaiman, AFL-CIO Dept. of Organization & Field Services, and Regional Director Frank Myers.

Filibuster kills minimum wage rise

Continued from Page 1

But the Senate never got a chance to vote on it, or any of the other amendments to the bill. Senate rules require a vote of three-fifths of the full membership to limit debate. The 56 votes to invoke cloture were four short of the 60 needed.

"We will be back," an angry Kennedy vowed. "We will continue this effort."

In a letter to senators during the minimum wage debate, AFL-CIO Legislative Director Robert M. McGlotten stressed the federation's position that the subminimum wage sought by Hatch would "completely undercut" the Fair Labor Standards Act, adopted 50 years ago to set a floor under wages and a ceiling over hours.

"There is no need for a new 'training' wage," McGlotten stressed, "because the minimum wage is an has been the entry level training wage for unskilled types of jobs."

He noted, as did Kennedy and other senators in the debate, that existing federal programs already provide opportunities for meaningful job training for disadvantaged and displaced workers.

The two-tier subminimum wage wasn't the only Republican demand as the ransom price for a rise in the wage floor for the nation's poorest workers.

Dozens of other weakening amendments were on tap and GOP leaders made clear that they would insist also on a smaller increase than the 40 cents a year provided in the committee bill.

The last time Congress raised the minimum wage was in 1977, when it provided a four-step rise from $2.30 an hour to the present level of $3.35, which took effect on Jan. 1, 1981.

The debate made clear that a significant number of Republicans were flatly opposed to any form of legislated minimum wage, regardless of loopholes, conditions and exemptions.

The U.S. Chamber of Commerce and other business organizations predictably hailed the setback to the minimum wage measure.

Keeping the minimum wage low will "help our competitiveness abroad," the Chamber insisted.

NATIONAL LEAFLETTING DAY

October 12

Starting Oct. 12, union members across the nation will participate in National Leafletting Day when they will hand out millions of flyers, pamphlets and other materials to urge members at worksites to vote for labor-endorsed candidates.

The leafletting will kick-off the countdown to Election Day, Nov. 8 when the country's future will be set by the voters.

AFL-CIO President Lane Kirkland, in a letter to affiliated unions, explained that the leafletting will have a "special emphasis on the critical states in which the presidential election will be decided."

The focus of the day's activities will be to "get the message across on Oct. 12—the eve of the second Dukakis-Bush televised debate—that trade unionists are united in their efforts to fully support labor's endorsed candidates."

Local unions can contact their state AFL-CIOs or the larger central bodies for materials, such as those featured on this page which were printed as regional inserts in the AFL-CIO News. Or union members should feel free to distribute flyers and other materials of their union's choice, Kirkland said.

In the final days of the election campaign, trade unionists will again leaflet members to underscore the importance of a large voter turnout.

Corporations skip taxes despite reforms

More American corporations are back on the tax rolls because of federal tax reforms enacted in 1983, but further changes are needed to ensure that all profitable U.S. businesses pay their fair share of taxes.

Those are the findings of a report by the Citizens for Tax Justice, a nonprofit coalition of labor and public interest groups working on state, local and federal tax issues. The report focused on 250 of the nation's largest and most profitable corporations.

CTJ Director Robert McIntyre said "tax reform has introduced some of the most profitable corporations in America to a brand new experience—paying federal income taxes."

Reagan Administration tax breaks adopted in 1981 helped to triple corporate loopholes and resulted in tax rebates of $1.9 billion being paid to some of the nation's most profitable firms, including major defense contractors, the study said. Tax reforms adopted in 1986 helped to close loopholes and put most of the big tax avoiders on the payroll, including General Dynamics Corp., which hadn't paid federal income tax since the mid-1970s, the report said.

Others back on the tax rolls included AT&T Co., Dow Chemical Co., Boeing Corp. and E.I. Dupont de NeMours & Co., which paid taxes last year equal to 30 percent of their combined profits of more than $10 billion. Between 1982 and 1985, these companies gained tax rebates of nearly $2 billion, the study said.

The corporate tax rate increased to 22 percent last year, up from 15 percent in the pre-reform period, it noted.

Of the 250 profitable U.S. companies studied, 16 still paid no federal income tax last year, the CTJ report revealed, down from 40 a year earlier and 51 in 1981. Fifteen of the 16 tax avoiders received a refund, the report pointed out.

Loopholes still exist

Fifty-five of the companies studied managed to pay less than 10 percent of their U.S. profits in taxes last year, despite the alternative minimum tax that requires firms to pay at least 10 percent of its profits in taxes. But the minimum tax rate did add to the tax rolls several corporations which would have paid no federal income tax at all, the study noted.

CTJ also credited the repeal of the investment tax credit, changes in depreciation schedules, reform of defense contractors' loopholes and repeal of some special capital gains tax breaks for helping to make the tax code fairer.

The CTJ study outlined the existing loopholes that allow profitable companies to reduce or avoid taxes. These include increased depreciation allowances for auto makers, which gave General Motors Corp. a $742 million rebate for last year, and credits for taxes paid to other jurisdictions, which allowed IBM Corp. to report no taxable U.S. profits, even though it earned nearly $3 billion in the United States in 1987.

To close these loopholes, CTJ recommended that the minimum tax rate apply to all of a firm's income instead of just half the reported profits as is the current practice. It also urged further changes in depreciation schedules and called for an end to tax exemption for profits not brought back into the United States.

"The current federal tax exemption for profits earned in Puerto Rico, which has made the island commonwealth into the equivalent of a foreign tax haven, should be ended," it said, noting that several studies have shown that the tax break has drained revenues while doing nothing for jobs.

Other recommendations included the elimination of the "completed contract accounting" loophole often used by defense contractors, measures to reduce incentives for mergers and acquisitions and restrictions on business deductions for meals and entertainment.

Fiscal grid lock

"Staying the course of tax reform points the way toward breaking out of the fiscal gridlock our nation now faces, without burdening middle- and low-income families or businesses that are already paying their fair share," McIntrye said.

Other companies paying no federal income tax for 1987 are Aetna Life & Casualty, Baxter Travenol Laboratories, Carolina Power & Light, Illinois Power, Corning Glass Works, Hewlett-Packard Corp., Ashland Oil Co., Greyhound Corp., Ogden Co., Sequa Corp., Pennzoil Co., Goodyear Tire & Rubber Co., Consumers Power and Gulf States Utilities.

Legislative goals top labor agenda in North Carolina

Raleigh, N.C.—The North Carolina AFL-CIO convention set its legislative program for next year and endorsed congressional candidates for statewide seats.

The 400 delegates called for an end to the state's designation of labor laws as "master-servant" agreements, calling for the substitution of an "employer-employee" relationship.

State AFL-CIO President Christopher Scott appointed a commission of union members to investigate allegations of sexual harassment and unsafe working conditions in House of Raeford, a turkey processing plant. The commission will issue its report just before the Raeford workers vote whether to be represented by the Food & Commercial Workers.

Scott spoke of the many successess the state federation had achieved in the past years, included organizing gains and political victories, and declared, "we are unwilling to accept defeat. Like Solidarnosc in Poland, we represent the grass roots of the nation, and we will keep growing."

Legislative victories

He listed some of the federation's legislative gains, including increased workers' compensation payments and passage of a right-to-know law to inform workers and communities about hazardous substances they may encounter.

Delegates endorsed a boycott of Nabisco products—owned by R.J. Reynolds Corp.—over the company's refusal to hire union construction workers in building a $600 million plant in the state, and called on union members to avoid shopping at Harris-Teeter Co.-owned grocery stores.

The convention endorsed the gubernatorial bid of Lt. Gov. Robert B. Jordan III and backed state senator Anthony E. Rand as his running mate.

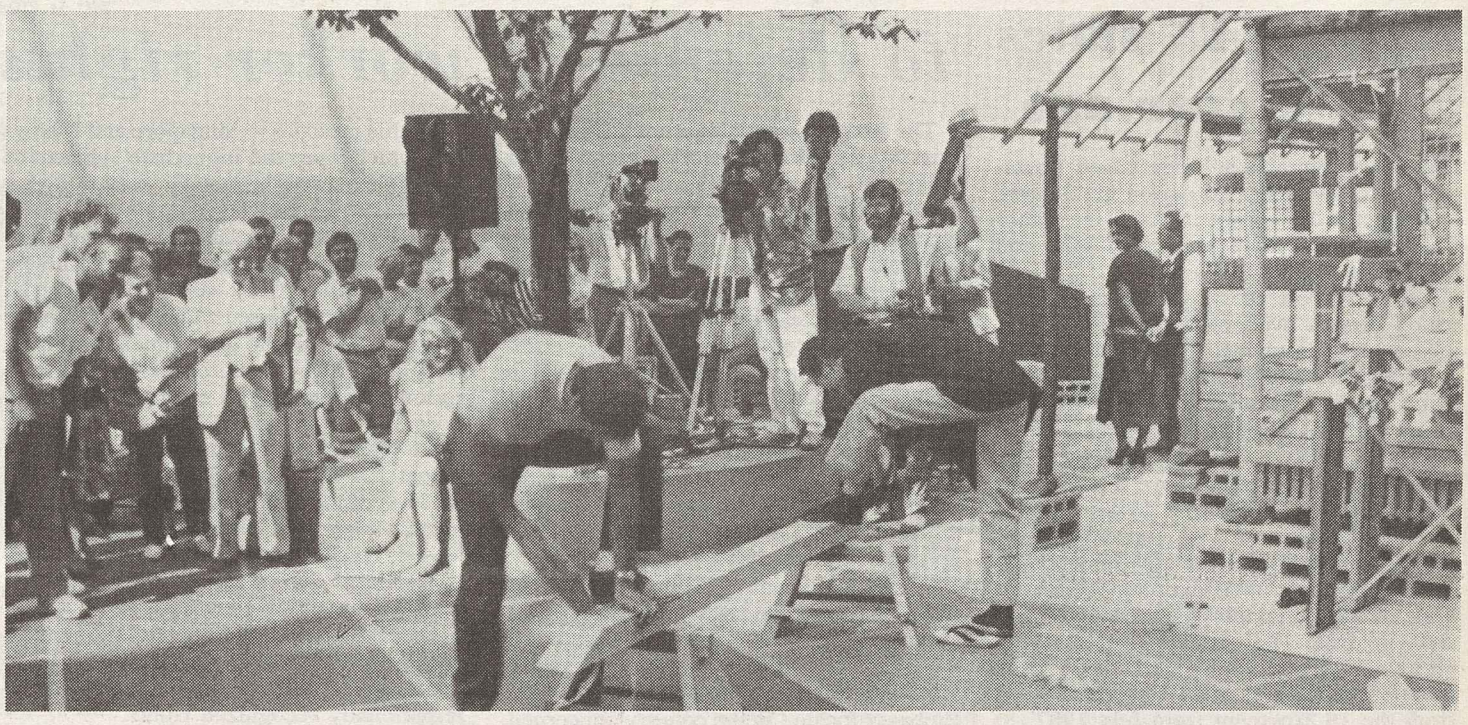
Meany prize awarded to Stefan Nedzynski

The George Meany Human Rights Award for 1988 will go to Stefan Nedzynski, general secretary of the Postal, Telegraph & Telephone International.

Nedzynski is a native of Poland who endured nearly two years in prison and a Soviet labor camp for attempting to leave the country after the Soviet Union imposed communist rule.

He began his trade union career with the Post Office Engineering Union in London and became research officer for the International Confederation of Free Trade Unions.

Under Nedzynski's leadership, PTTI has brought to light violatioins found under dictatorships of all political persuasions. The Geneva-based trade secretariat also pressed the International Labor Organization to adopt a convention on trade union rights for public workers and helped to establish ILO committees on public service and posts and telecommunications.



East meets West

Lester Dumont, a union carpenter from Washington, left, squares off with a Japanese craftsman working on an exhibit sponsored by the National Gallery of Art. Dumont, who also is a staff member at the National Gallery, won the friendly sawing competition based on speed and accuracy. The exhibit brought a team of Japanese craftsmen to Washington to assemble a teahouse.

Unionists in the news

Lloyd White was honored by the Newspaper Guild as a "pioneer and founder" in a ceremony led by TNG President **Charles Dale.** The celebration was attended by current and former Secretaries of Labor and labor attaches who had served with White in the State Dept. White helped form the Cleveland Newspaper Guild, which was organized three months before the international union in 1933, and served as its first president.

He was nominated with **Heywood Broun** to serve as TNG's first president but declined to run for that office. He then was elected first vice president. Later, he served as a U.S. labor attache.

President **Colleen Dewhurst** of Actors' Equity has been named co-chair of a committee to promote New York State's Displaced Homemaker Program. To celebrate the 10th anniversary program, the New York State Labor Dept. plans to spotlight the achievements of program participants. A job training fair where displaced homemakers can gain career guidance, placement and training assistance also will be held.

AFL-CIO President **Lane Kirkland** and five labor officials were among 30 Americans named by the International Labor Organization to its 1988 "All American Team" for their contributions to ILO efforts.

Also named were Bricklayers President **John Joyce,** and AFL-CIO Legislative Director **Robert McGlotten,** International Affairs Director **Tom Kahn,** Associate Director **Paul Somogyi** and AFL-CIO European Rep. **James Baker.**

AFL-CIO Research Director **Rudy Oswald** named three economists to head new divisions within the federation's Dept. of Economic Research. **Mark Anderson** will head the Office of International Trade, **Markley Roberts,** the Office of Employment & Training, and **John Zalusky,** the Office of Wages & Industrial Relations.

AFL-CIO Vice President **Lenore Miller,** who heads the Retail, Wholesale & Dept. Store Union and President **Sandra Feldman** of Teachers Local 2 will be honored by the American labor chapter of the Organization for Rehabilitation through Training, a global network of vocational and technical schools and training centers operating in 32 countries.

A memorial service for **Jesse Prosten,** retired vice president and packinghouse division director of the Food & Commercial Workers, was held Sept. 16 at the George Meany Center for Labor Studies. Prosten, 76, died at his home Aug. 6.

AFSCME President **Gerald McEntee** has named **Robert Harman** public affairs director. Harman most recently had served as communications director for the National Education Association.

Delegates to the Pacific Coast Metal Trades Council convention re-elected President **Jerry Christean** of Grants Pass, Ore., and elected **Richard Harden** of Oakland, Calif., as secretary-treasurer. Christean, an international representative for the Painters, also serves as organizing director for the western states. Harden, an international representative for the Machinists, succeeded **Clarence Briggs** who retired.

Benefit plan warns union members of credit card scam

Union members should beware of a suspected scam that guarantees credit cards for a fee, regardless of one's past credit status, the Union Privilege Benefit Programs warned.

UPBP President Ray Denison advised union members receiving a mail offer from Cen-Card Agency of Parsippany, N.J., to "read it closely to note the deceptions and then throw it away."

Denison pointed out that Cen-Card promises credit cards of unknown origin with undisclosed terms and good only for purchases in unidentified catalogs and brochures. It also promises "a chance" at major credit cards regardless of credit history. For this, Cen-Card charges $39.95 for one year or $49.95 for a lifetime.

The Cen-Card offer provides a telephone number which plays a tape recording offering no further information about the offer or the company. There is no telephone listing for Cen-Card at its New Jersey address, Denison noted.

Echoing Denison's warning was H. Spencer Nilson, publisher of Nilson Report, a credit card industry newsletter. "Anyone asking for money in advance is automatically suspect. There's no reason to pay before you receive your card," he said.

Denison pointed out that AFL-CIO union members "fortunately have an alternative to credit card scams: The Union Privilege Credit Card with no gimmicks or high costs. Credit card scams are becoming more common, so it is important to stick to your union credit card when in doubt."

Trade talks

AFL-CIO Sec.-Treas. Thomas R. Donahue chairs labor advisory committee for trade policy and trade negotiations, a joint committee of the Labor Dept. and the U.S. Trade Representative's office. The labor and government representatives discussed worker rights around the world and the Uruguay round of trade negotiations. With Donahue is Labor Sec. Ann McLaughlin and U.S. Trade Rep. Clayton Yeutter.

Illinois Fed sets focus on election effort

Voter registration made a top priority

Rosemont, Ill.—The Illinois AFL-CIO convention fine-tuned its political education focus as it heads for the November elections.

The convention's 1,500 delegates, who insisted they be listed as "Illinois labor leaders for Dukakis," pledged an all-out effort to sign up new voters and to encourage union members and their families to go to the polls on Nov. 8.

AFL-CIO Sec.-Treas. Thomas R. Donahue called on delegates to "mobilize every resource we have to elect Michael Dukakis President of the United States and Lloyd Bentsen Vice President."

He outlined the sharp contrasts between the Democratic and Republican presidential candidates reminding delegates that workers have lost nearly 8 percent in purchasing power over the eight years of the Reagan Administration.

"We are challenged to get across the message that it is Michael Dukakis who cares deeply about helping working Americans restore their purchasing power and restore their place in society." Donahue added.

In his convention address, State AFL-CIO President Robert Gibson scored the Reagan-Bush record, pointing out that during the 1981-82 recession, "many of our members lost not only their jobs but their homes in foreclosure."

Republican opposition

Gibson also reminded the delegates of Republican vice presidential candidate Dan Quayle's stiff opposition to programs benefiting workers, families and communities, including plant closing notification, right-to-know laws on toxic hazards parental leave and child care and health care assistance for the unemployed.

The delegates approved an increase in the monthly per capita tax of 14 cents to 54 cents, effective immediately. The convention also voted to expand the executive board to 25 members and elected Sec.-Treas. Tony Judge of Teamsters Local 706 to one of the seats.

The convention called on Congress to adopt a program providing unpaid job leave for new parents or those with ill family members and backed legislation to protect retiree health security.

They scored Japan Air Lines and its Nikko Hotel for anti-union actions taken against members of Hotel Employees & Restaurant Employees Local 1.

Mine Workers President Richard Trumka contrasted the labor movement's dream of opportunity and justice for all with the anti-worker policies and programs put forth by the Reagan Administration over the past eight years.

Other speakers included Democratic National Committee Chairman Paul Kirk, Sen. Paul Simon (D) and Rep. Charles Hayes (D).

July jobless rate dips in 43 states from a year ago

July unemployment rates edged downward over the year-ago period in 43 states and remained stagnant in four, the Labor Dept. reported in its survey of state and metropolitan area joblessness.

The July report, the most recent month for which data is available, showed that the jobless rate remained stuck above the 7-percent mark in eight states, with Louisiana reporting the nation's highest unemployment level at 10.2 percent.

Kentucky, West Virginia and New Mexico posted jobless rates above 8 percent in July. Vermont tallied the lowest in the nation—2.3 percent.

Ten communities in the government survey experienced double-digit joblessness. In Flint, Mich., unemployment hit 14.9 percent, up from 12.7 percent over the year period, and the McAllen, Tex., area reported joblessness of 14.8 percent, down from the 18.2 percent from July 1987.

In other economic news, the Commerce Dept.'s inflation index—which measures the price of a fixed market basket of goods and services—indicated a second-quarter inflation rate of 5 percent.

The Commerce Dept. also reported that corporate profits surged 8.9 percent in the second quarter, the biggest increase in after-tax profits in five years.

Administration called callous to defense of worker rights

The Reagan Administration has been remiss in enforcing the worker rights provisions of U.S. trade laws, an AFL-CIO official testified before the House Subcommittee on Human Rights & International Organizations.

Charles D. Gray, executive director of the Asian-American Free Labor Institute, told the subcommittee "I think that the Administration has gone through the motions." in its review of worker rights petitions filed by the AFL-CIO. He charged that the review process, involving a wide group of U.S. government agencies, has "a tendency to rely on promises and rhetoric, as to opposed to firm action," in judging a country's progress on worker rights problems.

Questioned about the attitude and role of U.S. embassies regarding worker rights, Gray said that the first negative reactions to the filing of a petition on worker rights violations often come form the American Embassy located in the country concerned. "I'd like to see them be a little more forthright and outspoken in defense of what are clearly infringments of people's human rights."

Gray made the case that the key measure of judging a country's progress should be, not its GNP, but its respect for the freedom of association, which he called "the foundation of all other human rights." He applied this measure to Singapore and Malaysia, which were the immediate subjects of the subcommittee's inquiry, and said that both countries rate poorly.

"In Singapore, the labor movement, once free, is under the thumb of the government and its party," Gray said. "In Malaysia, which has been blessed with vigorous unions in some sectors, the government has taken steps that betray an unmistakable desire to follow the repressive example of Singapore."

He cited abuse of power the Malaysia's recent 221-day "preventive detention" of the head of the Malaysian trade union movement, Vethamuthu David. Although now released, David has his movements so sharply restricted that he is unable to carry out many of his union functions, Gray said.

Last June, the AFL-CIO filed a 17-page complaint with the U.S. Trade Representative against Malaysia for violations of internationally recognized rights.

Matter of policy

The complaint charges, for example, that Malaysia as a matter of government and employer policy keeps unions out of electronic industry plants in the country's export processing zones. Some 70,000 workers, mostly women, are thus deprived of their right to organize.

This week, the Malaysian government announced it will allow workers in the electronic industry to form unions, ending a ban imposed in 1974, the Journal of Commerce reported, although the government denied that pressure from the United States brought about the change in policy.

The Malaysian Trades Union Congress expressed hope that workers will not be "victimized" if they attempt to form unions and said it will monitor the situation.

Schedule of courses listed for Meany Studies Center

The George Meany Center for Labor Studies will offer 11 workshops during October and November. The schedule:

Basic Labor Law, Oct. 2-7—A workshop on private sector labor law for bargaining, servicing and union administration (not

Arbitration Techniques: Preparation & Presentation, Oct. 2-7—A workshop presenting mock cases before professional arbitrators. Session will be videotaped.

Negotiating Profit Sharing & Employee Stock Ownership Programs, Oct. 16-21—A workshop on designs and approaches to profit sharing and ESOPs.

Union Administrator & Business Agent, Oct. 16-21—A workshop on conflict management, time management, monitoring finances and budgeting.

Effective Grievance Administration, Oct. 16-21—New approaches on improving grievance procedures. Limited to experienced advocates in grievance arbitration.

Labor Law for Organizers, Oct. 23-28—A review of laws governing private sector organizing, election procedures and corporate campaigns.

Labor Relations in the Federal Sector, Oct. 24-28—An overview of some of the important subjects affecting the role of staff and officers in unions representing workers in the federal sector. The institute will cover collective bargaining, grievance handling, arbitration and other topics.

Winning with Comprehensive Campaigns, Nov. 6-11—A three-prong approach to union building in an organizing context: on the job, at the corporate level and in the community.

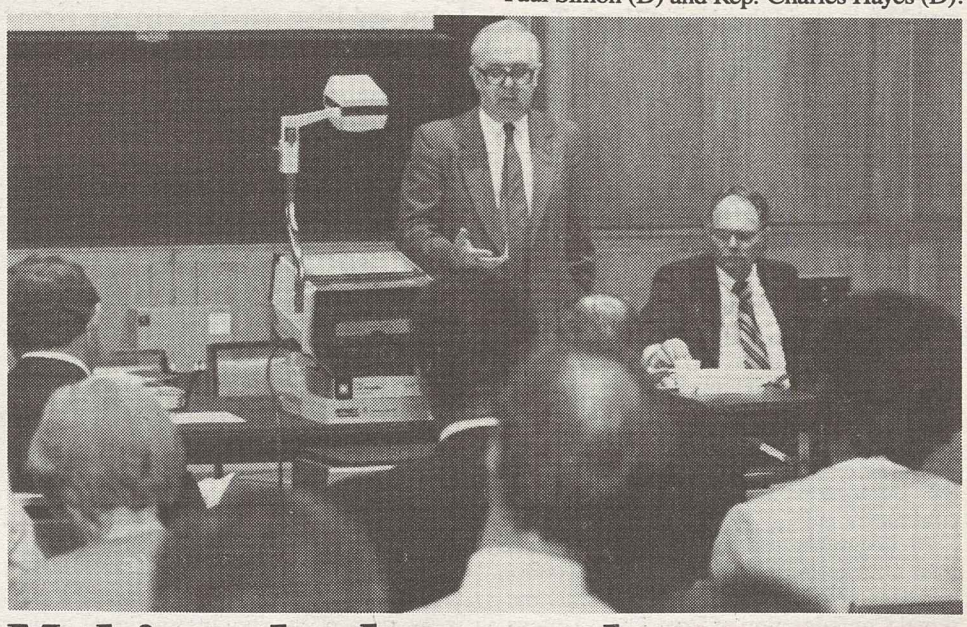
Advanced Arbitration, Nov. 13-18—An advanced program that focuses on examination and cross-examination of witnesses, preparation of briefs and research.

Conducting Opinion Polls I, Nov. 20-23—Participants get an overview of the survey research process, learning how to design and conduct surveys in labor unions.

New Staff Program, Nov. 27-Dec. 9—For recently appointed/elected union staff, the workshop aims at improving planning skills, developing personal skills to fit the various roles of union staff and providing insight into the labor movement.

AFL-CIO affiliates and departments using the campus in October for their own staff training programs are: AFL-CIO Dept. of Community Services, Oct. 3-5; Amalgamated Transit Union, Oct. 9-14; Service Employees, Oct. 9-14; Theatrical & Stage Employees, Oct. 15; American Institute for Free Labor Development, Oct. 16-Nov. 11; Air Line Pilots, Oct. 16-19; Lawyers' Coordinating Committee, Oct. 19-21; Carpenters, Oct. 23-28; Transportation Communications Union, Oct. 30-Nov. 4 and Oct. 31-Nov. 3.

More information is available from Janis Underwood, Registrar, George Meany Center, 10000 New Hampshire Avenue, Silver Spring, Md. 20903. Telephone 301/431-6400. These programs are open to full time leaders of all AFL-CIO Unions. There is no charge for tuition.



Making the law work

An AFL-CIO conference examining the new plant closing notification law and job training programs drew representatives of some 30 unions. Economic Research Director Rudy Oswald opens a session that included economist Markley Roberts, right, and panelists from the federation's Human Resources Development Institute, Community Services Dept. and Education Dept. The agenda included discussion of proposed Labor Dept. regulations for enforcing the new law.

This Administration will veto anything that helps workers

Shown at right is the blackmail letter President Reagan sent to key members of a House Senate Conference committee. It resulted in the dropping of job and pay protections for workers caught up in airline mergers from a Dept. of Transportation appropriations bill.

Behind the friendly salutation is the club of a veto that threatened to demolish a carefully crafted bill appropriating $10.6 billion for an array of essential transportation programs if the President didn't get his way.

Reagan underscored his willingness to threaten Coast Guard funds and airline and airport safety programs rather than agree to worker safeguards that would be paid for by corporate raiders, not the government. As the letter makes clear, Reagan would even reluctantly accept congressional funding of programs the Administration wants to eliminate, including mass transit grants and continuation of passenger rail service, if he could have his way on job rights.

The clear message is that the Reagan-Bush Administration hasn't relented in its attitude toward America's workers and their unions: if there's anything for workers, look for a veto.

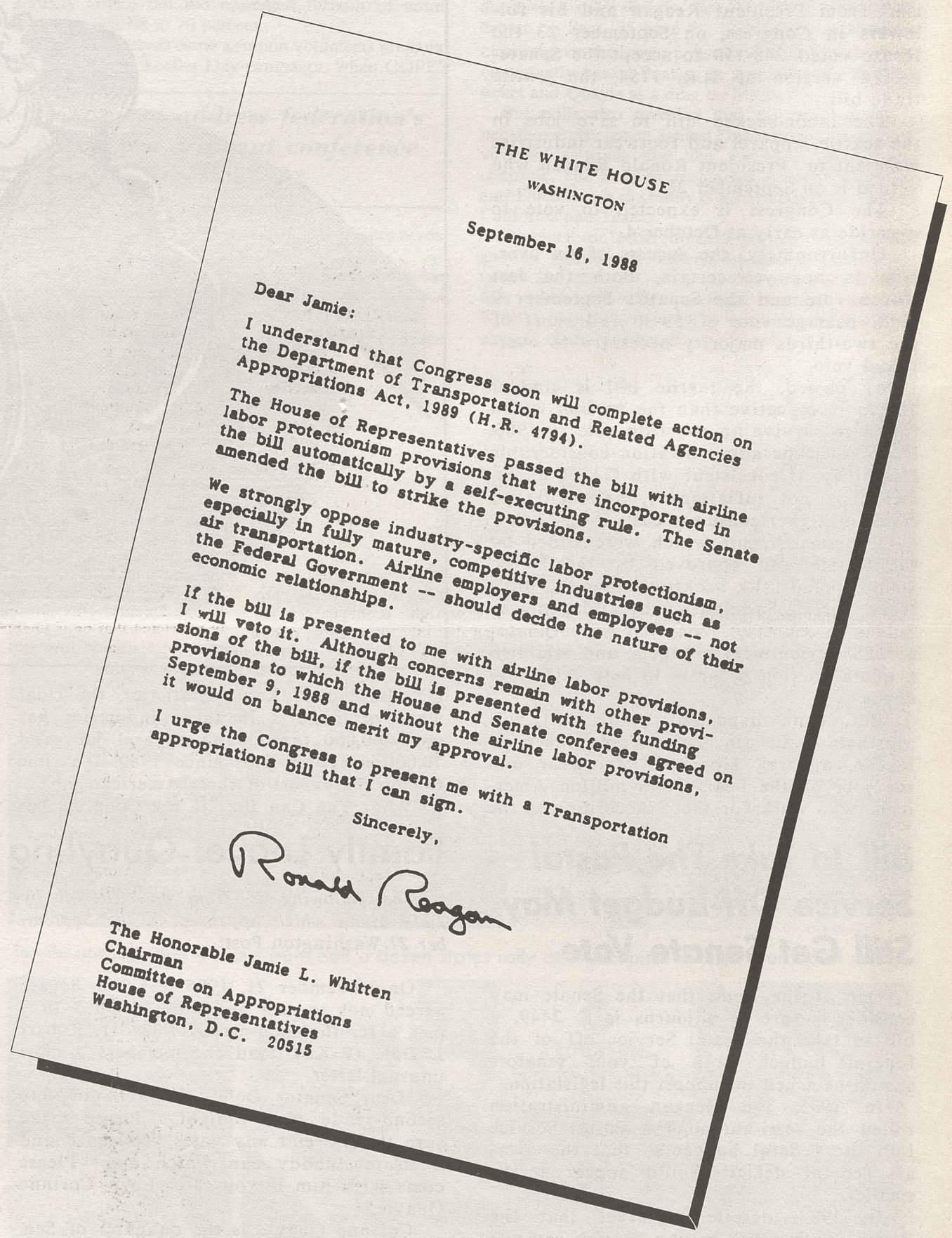
That was the Reagan-Bush position in demanding that the plant-closing notification provision be stripped from the trade bill. The threat to veto the transportation appropriations reflects the same unfairness to workers.

The airline labor provisions to which Reagan refers used to be required as a matter of course whenever the government gave permission for an airline merger. A merged airline was required to respect the job and seniority rights of workers affected, and to pay displacement allowances to employees whose jobs were eliminated.

When Congress passed the Airline Deregulation Act a decade ago, it specifically authorized continuation of these labor protection provisions. But it made one big mistake. It didn't make LPPs mandatory, and none have been provided since Reagan took office. Vetoes and veto threats have balked every attempt by Congress to remedy the omission.

The Pilots, Machinists, Flight Attendants, Transport Workers, Flight Engineers, Transportation•Communications Workers and Teamsters have all been involved in the battle to restore job and pay protections.

Labor-supported legislation to restore worker rights in airline mergers has regularly had bipartisan sponsorship and carries no cost to the government. But it is opposed by Frank Lorenzo and the takeover pirates of the air transport industry. That's enough to cause the White House to roll out its veto cannon.



THE WHITE HOUSE
WASHINGTON

September 16, 1988

Dear Jamie:

I understand that Congress soon will complete action on the Department of Transportation and Related Agencies Appropriations Act, 1989 (H.R. 4794).

The House of Representatives passed the bill with airline labor protectionism provisions that were incorporated in the bill automatically by a self-executing rule. The Senate amended the bill to strike the provisions.

We strongly oppose industry-specific labor protectionism, especially in fully mature, competitive industries such as air transportation. Airline employers and employees -- not the Federal Government -- should decide the nature of their economic relationships.

If the bill is presented to me with airline labor provisions, I will veto it. Although concerns remain with other provisions of the bill, if the bill is presented with the funding provisions to which the House and Senate conferees agreed on September 9, 1988 and without the airline labor provisions, it would on balance merit my approval.

I urge the Congress to present me with a Transportation appropriations bill that I can sign.

Sincerely,

Ronald Reagan

The Honorable Jamie L. Whitten
Chairman
Committee on Appropriations
House of Representatives
Washington, D.C. 20515

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AFL-CIO LEGISLATIVE ALERT!

Tens Of Thousands Of American Manufacturing Jobs At Stake

President Reagan Vetoes Textile And Apparel Trade Bill, Congress Gears Up For Tough Override Battle

Despite repeated cries of "protectionism" from President Reagan and his followers in Congress, on September 23 the House voted 248-150 to accept the Senate-passed version of H.R. 1154, the textile trade bill.

The labor-backed bill to save jobs in the textile, apparel and footwear industries was sent to President Ronald Reagan who vetoed it on September 28.

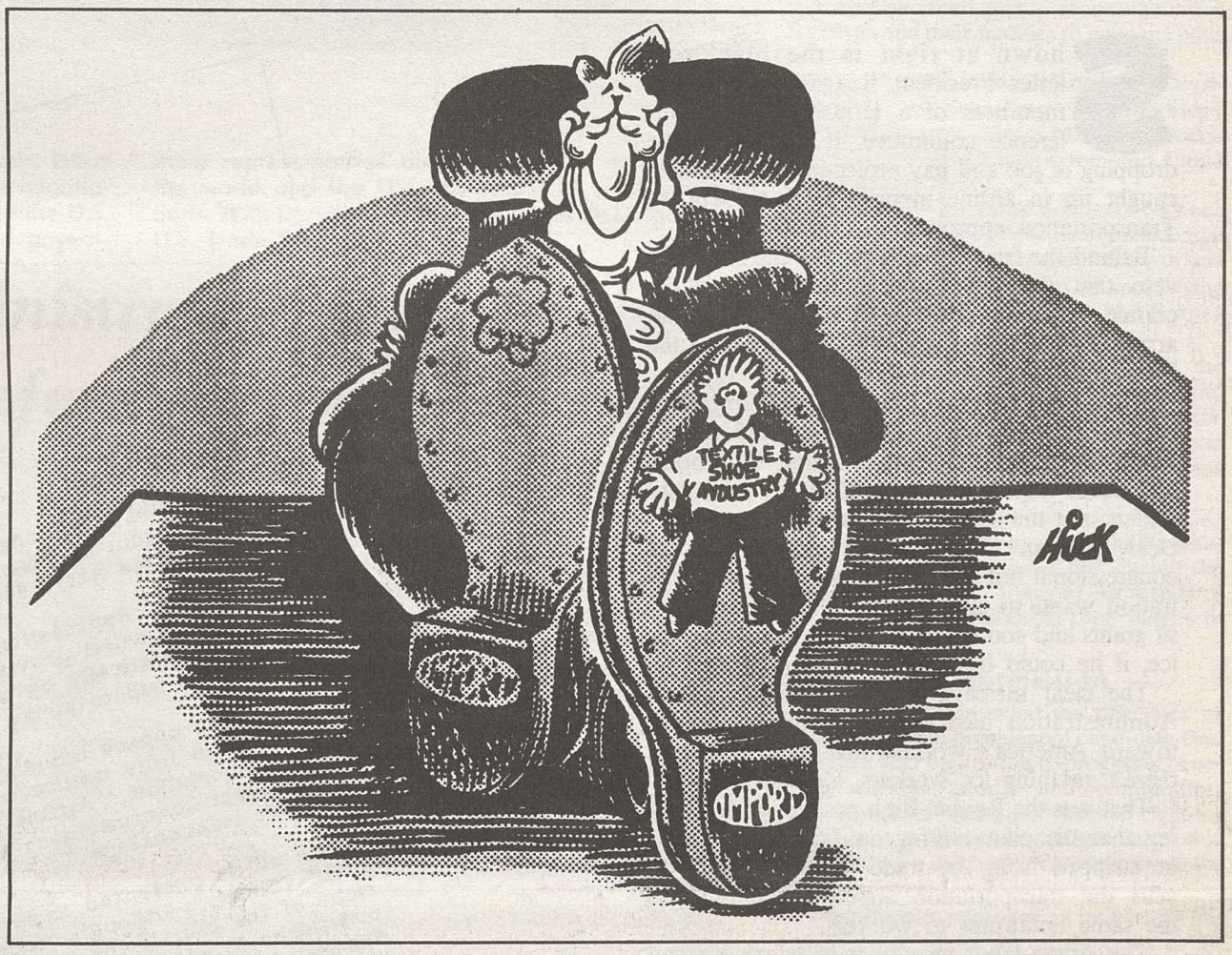
The Congress is expected to vote to override as early as October 4.

Unfortunately, the success of an override is not yet certain. Both the last House vote and the Senate's September 9 final passage vote of 59-36 fell short of the two-thirds majority necessary to override a veto.

As passed, the textile bill is simpler and more effective than the version which failed to survive an override vote in 1986. It provides the administration considerable flexibility, is consistent with GATT agreements, is not inflationary, and will not result in higher consumer costs.

The amendments which were added by the Senate and approved by the House would include silk neckties under the bill's scope, forestall retaliation by giving bigger quotas to countries that increase purchases of U.S. agricultural products, and establish a quota auction program to help raise revenues.

But, more importantly, this bill will also help to sustain America's producers of textile, apparel, fiber and footwear and the jobs of the nearly two million Americans who work for them. According to the U.S. Bureau of Labor Statistics, the tidal wave of imports in these industries has cost 300,000 textile and apparel jobs and 70,000 footwear jobs since 1980. It's time to stop the export of these American jobs.



What You Can Do: If the Congress has not yet voted by the time you read this, please call or telegram both of your senators and your representative. Tell them that American jobs are at stake and urge them to vote to override a veto of H.R. 1154.

Bill To Take The Postal Service Off-Budget May Still Get Senate Vote

One of the items that the Senate may consider before it adjourns is S. 2449, a bill to take the Postal Service off of the federal budget. Both of your senators should be asked to support this legislation.

In 1985, the Reagan administration rolled the semi-autonomous Postal Service into the federal budget so that the overall federal deficit would appear to be smaller.

In 1987, despite the fact that the Postal Service was raising enough revenue to cover its operations, the White House-Congressional budget agreement resulted in a $1.245 billion postal cut-back. Services and many workers' hours were reduced.

Amazingly, some members of the Reagan administration have also used the cutbacks that they caused as an excuse to play politics and argue that big business should run the post office.

Your senators should be told that the American people pay directly for their postal services, and they should not be subject to arbitrary budget cuts and political manipulation.

What You Can Do: Ask both of your senators to vote for S. 2449, and to oppose any weakening amendments, particularly any amendment not related to the operation of the Postal Service.

Family Leave: Quayling In The Face Of Fairness

The following is from an editorial by Judy Mann which appeared in the September 21 Washington Post:

On November 21, 1985, the U.S. Senate agreed not to cast any votes from 7 to 9 p.m. after the then-majority leader, Robert J. Dole (R-KS), read the members a most unusual letter.

"Dear Senator Dole: I am having my second-grade play tonight. Please make sure there aren't any votes between 7 and 9 so my daddy can watch me. Please come with him if you can. Love, Corinne Quayle."

Corinne Quayle is the daughter of Sen. Daniel Quayle (R-IN), the Republican vice presidential nominee... In a fine gesture of support for a child's need for her parent, the members of the Senate went on paid leave so that one of their members could attend his daughter's school play. You'd think there might have been a lesson there for Quayle.

There wasn't.

On July 14, Quayle attended a meeting of the Senate Labor and Human Resources Committee, which was marking up its final version of the Parental and Temporary Medical Leave Act... Quayle, who, with a mere note from his daughter had the entire Senate dismissed so he could take parental leave to attend a school play, would have none of it when it came to parental leave for ordinary workers whose families are in crisis. During the committee markup session, Quayle introduced an amendment that would have gutted the bill, and provided for leave provisions only for reasonable pregnancy disability.

"The way it was debated in committee, we were talking about the right to take off time for a child who is in the hospital, according to a Senate source familiar with what happened that day. "He [Quayle] offered an amendment in committee that would assure that an employer enjoys the right to fire an employee who takes as much as one day off to be with a seriously ill child.

"We had someone testifying before the committee hearings who told his boss before he was hired that he'd have to take time off to be with his son who was dying of cancer. He took off, all told, five days, and shortly after his son died, he was fired."

Sen. Christopher Dodd (D-CT), who introduced the bill along with Sen. John Chafee (R-RI), challenged Quayle on the spot, according to the Senate source. "Dodd put it to him. He said if any of your children were hospitalized, you would not be here offering this amendment. You'd be in the hospital with him. He [Quayle] was quiet after that, but insisted on a vote. It lost 4 to 12."

...Vice President Bush -- who has endorsed leave at the discretion of employers -- is reportedly reexamining his position on the issue. His running mate's position, however, is abysmally clear...

AFL-CIO news

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UNION YES

Union families lead swing to Dukakis

Bentsen's wipeout of Quayle in television debate gives boost to Democratic ticket

By David L. Perlman

Union households are swinging strongly to the Dukakis-Bentsen Democratic presidential ticket, forming the leading edge of what a major public opinion poll has identified as a national trend.

In the labor movement's election focus—homes in which there is at least one union member—tracking polls show that Michael Dukakis is clearly adding to the lead he has consistently held over George Bush, COPE Director John Perkins reported.

And that was before the vice presidential debate that television viewers overwhelmingly saw as a triumph for Lloyd Bentsen and a near-disaster for Dan Quayle.

If the mismatch had been held in a boxing ring, a compassionate referee would have stopped the fight. All of the immediate "who won" polls confirmed that impression.

The other good news, Perkins said, is that early reports on labor's voter registration efforts point to an eligibility and turnout record at least equal to four years ago. That's when 53 percent of the voting age public actually voted, but the estimated turnout of union members was 68 to 70 percent.

Perkins's analysis came as union volunteers prepared for the Oct. 12 Leaflet Day campaign, when COPE's election specials will be distributed at worksites across the nation.

Bentsen to address federation's New York regional conference Oct. 15. See Page 2.

A series of New York Times/CBS News polls had Bush and Dukakis close to even among registered voters on the eve of the vice presidential debate.

Bush had overtaken and passed Dukakis after the Republican convention, opinion polls showed, and there was concern in Democratic ranks when the bulge diminished only slightly. But the first Dukakis-Bush debate on Sept. 25 gave the Democratic candidate a clear edge on the issues, polls showed. Voters also have consistently scored Bentsen as a plus for the Dukakis ticket and Quayle as a drag on Bush's support.

But polls also revealed that the GOP tactic of negative campaigning against Dukakis had taken a toll, virtually assuring that the smear campaign will continue. The Bush campaign has invested heavily in anti-Dukakis ads in closely contested big states such as California and Texas.

Despite those tactics, the same polls showed Dukakis gaining significantly among traditional Democratic voters and among Democrats who voted for Reagan four years ago—an important segment that the Dukakis campaign is trying to win back and that Bush seeks to claim for himself.

House falls short on override of job-killing veto

The jobs of more than 2 million American workers remain vulnerable to a new surge of textile, clothing and shoe imports, but a House attempt to override President Reagan's veto of job-saving legislation came encouragingly close to the two-thirds needed.

As workers who had rallied on the steps of the Capitol crowded into the visitors' gallery, the House voted 272-152 for a motion to override the veto, 11 short of the two-thirds mark.

Support for the endangered industries crossed party and regional boundaries. Instead of shrinking under White House pressure to support the President, the majority was greater on the motion to override than it was when the bill first passed the House.

Limiting import surges

The bill Reagan vetoed would have held the growth of textile product imports to 1 percent a year, in line with the long-term growth of the domestic market. It would have frozen imports of shoes at last year's levels, to salvage what remains of a decimated U.S. industry.

Reagan vetoed an earlier version of the bill in the previous Congress, and the union-industry coalition sought to deal with many of the Administration objections in the new bill sent to the President. But that didn't stop another veto.

The grim facts are that since 1980, over 370,000 jobs have been lost in the textile, apparel and shoe industries, some 1,000 plants have closed, and entire communities have been turned into near ghost towns, abandoned by the young who have been forced to move elsewhere in search of work.

Continued on Page 6

Textile and apparel workers from half a dozen states rally at the Capitol to urge override of veto.

Reps. Marilyn Lloyd (D-Tenn.) and Butler Derrick (D-S.C.) back message to stop exporting jobs.

Nursing home chain admits union-busting

Uniontown, Pa.— Beverly Enterprises, the nation's largest for-profit nursing home corporation, pleaded guilty to several major charges of union-busting. A National Labor Relations Board hearing on the remaining complaints is continuing.

The NLRB issued a 67-page finding with more than 200 charges of labor law violations in September 1987, saying that Beverly "has a demonstrated proclivity to commit unfair labor practices." It accused the nursing home giant, which has 116,000 employees in 45 states, of "a continuous pattern of conduct designed to defeat an employee's right to engage in union activities."

The case before an NLRB administrative law judge began in Pittsburgh because the most flagrant of violations occurred in four western Pennsylvania nursing homes now represented by the Hotpital & Health Care Employees.

The hearing will be conducted in the cities where the violations occurred.

Numerous locations

A total of 35 homes are included in the complaints in Pennsylvania, Michigan, Washington, Minnesota and Texas. Workers there are represented by or being organized by the Service Employees, Teamsters and Food & Commercial Workers.

Beverly pleaded guilty to unlawfully threatening and then firing 17 workers at the Fayette Health Care Center here in September 1986, a few days before a representation election for wearing union buttons. The workers were reinstated in early 1987.

The company also pleaded guilty to forbidding workers to distribute union literature in the Fayette parking lot, preventing the Fayette licensed practical nurses from joining the union by claiming they were supervisors, and threatening to fire service and maintenance workers if they voted for the union.

Beverly also admitted that after the workers voted for a union, it made working conditions worse.

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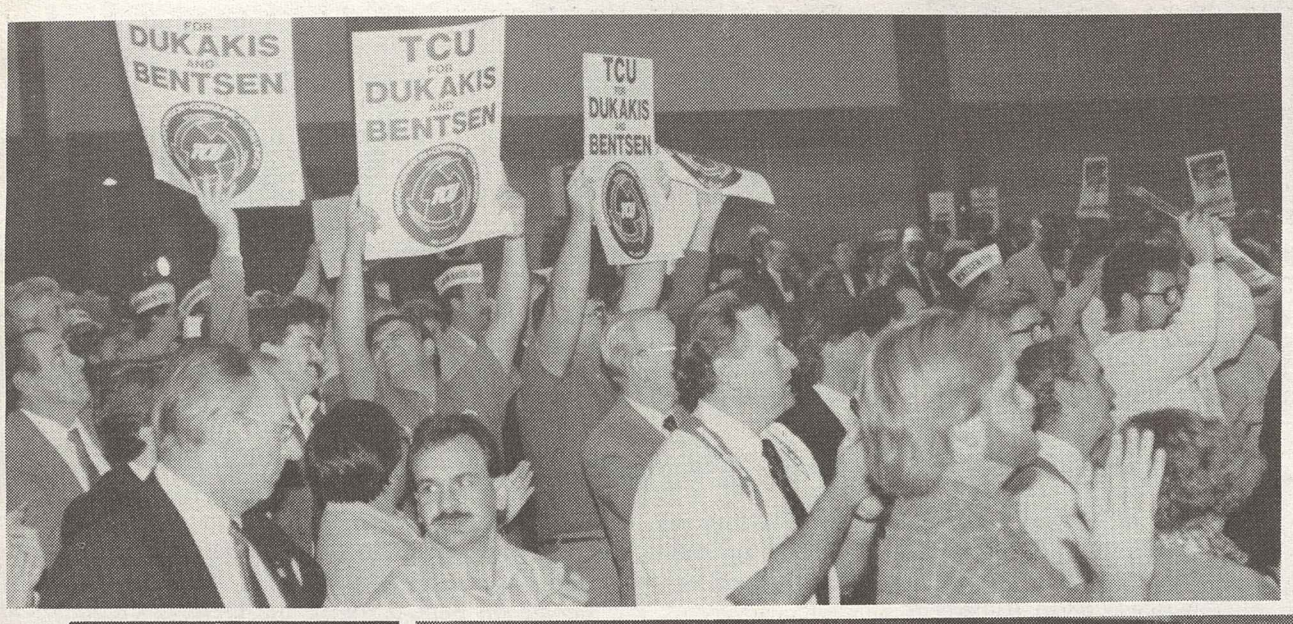


AFL-CIO President Lane Kirkland addresses Midwest regional conference in Chicago. At right, Illinois Sen. Paul Simon, Federation Sec.-Treas. Thomas R. Donahue and Rep. Cardiss Collins.

Bentsen to address New York regional

Chicago—The third AFL-CIO regional conference drew hundreds of union members to rally the campaign of Democratic presidential candidate Michael Dukakis. His running mate, Sen. Lloyd Bentsen, will attend the next regional meeting in New York on Oct. 14-15.

At the Midwest conference, union members participated in a trio of workshops on labor's political activities, legislative agenda and federation programs.

AFL-CIO President Lane Kirkland, noting that union meetings open with a Pledge of Allegiance, said, "We do it of our own free will because we want to, because trade unionists love their country and because we cherish the values expressed in its words—words that George Bush neither understands nor accepts in the full, rich meaning.

"And we will continue to pledge allegiance for those reasons—not because Bush thinks we ought to be forced to do it."

The newest AFL-CIO video, "Facts Are Stupid Things," was unveiled at the Midwest meeting. It features bloopers by Bush and his running mate, Sen. Dan Quayle. **(Story on Page 4.)**

Also addressing the Chicago crowd were Sen. Paul Simon, Representatives Cardiss Collins and Charlie Hayes, and congressional candidate George Sangmeister who is running against Rep. Jack Davis (R-Ill.).

The New York regional conference is for union members from Connecticut, Delaware, Maine, New Hampshire, New Jersey, New York, Pennsylvania, Puerto Rico, Virgin Islands, Rhode Island and Vermont.

San Francisco will be the site of the last 1988 regional conference on Oct. 21-22. It's for unionists from Alaska, Arizona, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah and Washington.

Lockout rule affirms right to jobless aid

Pittsburgh—Steelworkers at Babcock & Wilcox Co. plants in Pennsylvania, who were locked out when the firm implemented contract givebacks that USWA members did not approve, are eligible for jobless benefits, the state Commonwealth Court ruled.

The decision by a three-judge panel affirmed the findings of the Unemployment Compensation Board of Review.

Nearly 3,300 USWA members stayed on the job at three Babcock & Wilcox plants while negotiations continued for a new agreement, after the old contract expired Aug. 16, 1986. The firm's management told negotiators from USWA Local 1082 that if the company's final offer was not approved before the 28-day extension expired, it would implement its concessionary proposals.

The court rejected the company's claim that it had extended the contract for a reasonable period, pointing out that union negotiators had offered to continue working under the terms of the expired agreement until a new settlement was reached. Babcock & Wilcox had told the union negotiators that members need not report to work if the new package was voted down.

The workers were locked out of the company's Beaver Falls Works, which has facilities in Beaver Falls, Ambridge and Koppel, Pa., the union said.

Not pre-empted

Babcock & Wilcox argued that allowing its workers to apply for jobless benefits would contradict federal labor law and increase labor's economic leverage. But the court disagreed, citing a state supreme court ruling that locked out workers can receive unemployment compensation.

The court also noted that the U.S. Supreme Court held that federal labor law does not pre-empt a state statute in allowing jobless benefits to be paid to striking workers.

Although the company argued that the wage and benefit cuts were necessary to continue operations, it did not offer proof of its economic hardship, the court said. Babcock & Wilcox admitted that recent losses were not due to its labor contract with USWA Local 1082 and admitted that its parent company had offered to make a capital investment of $185 million.

House votes disclosure bill on foreign ownership in U.S.

The House voted 250-170 for a labor-supported, Administration-opposed bill to require disclosure of foreign investments in U.S. firms.

Foreign investment in the United States, including real estate, manufacturing facilities and farms, is estimated at $1.3 trillion, AFL-CIO Legislative Director Robert M. McGlotten noted in a letter to House members before the vote. But he stressed that some estimates far exceed that amount and legislation is needed so that Congress and the public will have accurate information on which to base economic policy.

The House bill, sponsored by Rep. John Bryant (D-Tex.), would require identification of foreign investors or firms that acquire more than 5 percent of a business or property valued at more than $5 million or more than 25 percent of a business with assets or annual sales of more than $25 million.

Its provisions were originally part of the trade bill, but the section was dropped in the face of strong White House opposition. The Administration expressed concern that a disclosure requirement might discourage foreign investments.

But the House-passed bill will have to compete for a spot on the crowded Senate agenda, although a postponement of the original Oct. 8 congressional adjournment target left some breathing room.

The Senate will almost certainly try to complete action on a complex drug bill in time to get it through a House-Senate conference committee and to the President's desk before adjournment.

It will act on a relatively uncontroversial "technical corrections" tax bill to tie up some loose ends from last year's sweeping tax reform bill.

Of special interest to workers whose unions have negotiated education benefits and group legal services, the Senate Finance Committee bill would restore the tax-exempt status of both benefits—retroactively to the start of this year when the previous exemption expired, and into next year. The House-passed bill would not reinstate the legal services exemption and would restore only a portion of the educational benefit right.

Family legislation

Meanwhile, Senate Democrats continued to try to obtain a vote on a family package that includes parental leave, a child care program and a consensus bill to toughen laws against child pornography.

Republicans first tried to keep the family measures off the Senate floor. But when Majority Leader Robert C. Byrd filed a debate-limiting cloture petition, Republican Leader Robert Dole abruptly switched signals. After having pressed GOP senators to vote against cloture, he now asked them to join the Democrats in providing the supermajority of 60 votes to limit debate.

Dole's explanation: "I do not want tomorrow morning's headlines, written by the liberal media that cover this place, to report that Republicans are frustrating the efforts of Democrats on child care legislation or on parental leave." But the Republicans refused to agree to a vote on the measure so the legislative picture was little changed.

CORRECTIONS

Ron Richardson, executive secretary-treasurer of Hotel Employees & Restaurant Employees Local 25 in Washington, was identified as president of the local in the Oct. 1 issue of the AFL-CIO News. Richard Whitehurst is president of the local.

The AFL-CIO News incorrectly reported that the North Carolina AFL-CIO voted to boycott Nabisco Inc. products.

Collective bargaining, etc.

The **Teamsters** reached an improved settlement with the National Automobile Transporters Association covering 20,000 IBT car and truck haulers. The three-year agreement was approved unamimously by local union leaders and has been sent to members for a mail ratification vote. The results will be announced by the end of October, the union said. IBT members rejected an earlier agreement last summer.

After round-the-clock bargaining sessions and extending a strike deadline, the **Auto Workers** and Deere & Co. reached a tentative three-year agreement for 13,500 active and 4,000 furloughed workers at nine facilities in four states. The UAW is preparing for a ratification vote later this week, the union said. . . . Meanwhile, contract talks between the UAW and Caterpillar Inc., are continuing, with both sides agreeing to extend the contract terms.

Rubber Workers Local 998 approved a local agreement with Firestone Tire & Rubber Co. that restores wage and benefit cuts workers agreed to last year. URW members at the Oklahoma City, Okla., plant ratified the agreement by a 605-133 vote. The local earlier had rejected a master Firestone agreement ratified by five URW local unions in June. The agreement restores a $1.20 hourly wage cut and lifts a freeze on cost-of-living adjustments effective Nov. 1. Firestone was purchased earlier this year by Japan's Bridgestone Corp.

Flight Attendants at USAir ratified a new one-year contract that provides a 3-percent wage increase and improves scheduling, the union said. AFA members voted for the agreement by a 2,084-562 margin. The settlement also begins to equalize the USAir pay scale with that of Pacific Southwest Airlines, which merged with USAir in April. PSA attendants will reach full parity in 1989 when Piedmont Airlines merges with the carrier.

The U.S. Court of Appeals ruled that Eastern Airlines can proceed with plans to furlough 4,000 workers. The ruling overturned a decision by a federal district court ordering Eastern to bargain with its unions—the **Machinists**, **Air Line Pilots** and **Transport Workers**—before laying off workers. The unions had branded the layoffs a scheme to coerce workers into accepting huge wage and benefit cuts and to siphon off Eastern's most profitable operations and turn them over to nonunion holdings. The appeals court found the layoffs to be part of the past practice of the airline and not a change of working condition that would require negotiations under the Railway Labor Act.

The **Food & Commercial Workers** reached an agreement with the Food Employers Council Inc., covering 3,600 workers at seven grocery chains and some independent retailers in California. The three-year settlement provides for lump-sum bonuses and a wage increase in the last contract year.

The **Aluminum, Brick & Glass Workers** and the **Steelworkers** have opened contract negotiations with Reynolds Metals Co. and Aluminum Co. of America—ALCOA. The agreements with the two companies expire next May, but the **USWA** and the **ABGW**—representing 21,000 aluminium workers—want a fair share of the economic gains achieved by the metals companies since the 1986 round of bargaining.

A majority of the 560 workers in three locals of the **Paperworkers** approved a new five-year contract with the James River Corp.'s Helsey mill near Eugene, Ore., ending a six-week strike.

Employer pension raids shortchange workers

Workers are shortchanged when employers shut down pension plans in order to skim off "excess assets," the AFL-CIO charged at House hearings.

The hearings, by a Government Operations subcommittee headed by Rep. Tom Lantos (D-Calif.), turned a spotlight on employer manipulation of pension plans to obtain cash for business purposes—often to finance corporate takeovers.

Federation Safety, Health & Social Security Director Bert Seidman and other union witnesses challenged the right of companies to use pension funds as a tax-exempt piggybank, to be cracked open at will.

Employer contributions to pension funds represent deferred wages, Seidman stressed. Investment income generated by funds set aside to assure payment of retirement benefits should help finance improved benefits and serve as a cushion against economic downturns, he urged.

Present law allows an employer to terminate a pension plan that has more funds than currently needed to meet its obligations, buy annuities to guaranty benefits already earned by workers and retirees, and pocket the difference. Seidman estimated that the $18.7 billion in pension funds taken back by employers since 1980 cost the workers affected an average of $9,700 in benefits they otherwise would have received.

Moratorium urged

Seidman urged a temporary moratorium on pension plan reversions while Congress shapes permanent legislation. As guidelines, he cited these recommendations of an AFL-CIO Executive Council subcommittee headed by Communications Workers President Morton Bahr:

- Workers and retirees have an ownership share in pension assets, and both active workers and retirees should have the right to share with employers any "excess assets."
- Excess assets should be allocated to provide benefit security for workers and retirees. Plans should not be depleted of assets necessary to shield reserves from market downturns. Employers who provide defined benefit replacement plans should be given an advantage in allocation of excess assets over employers who substitute dollar contribution amounts, as in a 401 (k) plan.
- No withdrawals should be permitted from plans that continue in operation.
- Flexibility should be preserved for pension plan decisions resulting from collective bargaining agreements.

The House panel heard the president of an Oil, Chemical & Atomic Workers local describe "the big ripoff" when Texaco purchased the former Getty Oil Co. refinery in Delaware City, Del., in 1981 and proceeded to "restructure" the employee pension plan.

Local President Arthur R. Wilson said Texaco "stole over $250 million from the former Getty employees" by what it termed a "restructuring" of their pension plan. Texaco's explanation, Wilson testified, was that "excess assets had developed primarily due to very favorable investment results" and that the money "could be put to better use within the company," rather than remain for the use of the 18,739 former Getty employees.

A new arrangement under which the refinery will become part of a joint operation between Texaco and Saudi Arabia raises the specter of still another pension fund raid, Wilson said.

Bargaining issue

Gary E. McAdams, director of collective bargaining services for the Electronic Workers, stressed that pension issues are an essential ingredient of contract negotiations. The solvency of the pension fund is clearly an element in negotiating improvements such as an early retirement option, he noted.

McAdams contrasted the unilateral decision of employers to tap excess assets of pension funds with the joint action negotiated by the IUE and an Indiana firm, REA Magnet Wire, in 1985 that used surplus retirement funds in a successful effort to keep the company in operation.

IUE convention spurs all-out election effort

Delegates bolster Dukakis-Bentsen ticket

Bal Harbour, Fla.—Delegates to the Electronic Workers convention endorsed the Democratic presidential ticket of Michael Dukakis and Lloyd Bentsen and pledged an all-out effort in voter registration.

The 496 delegates stressed the need for IUE members and their families to register to vote and to be informed about the real issues. The convention also voted to enlist the help of IUE retirees in get-out-the-vote efforts.

President William H. Bywater and Sec.-Treas. Edward L. Fire were re-elected to second four-year terms.

In his convention address, Bywater blamed the Reagan-Bush Administration for "the shocking growth of the U.S. trade deficit and national debt, the decline of manufacturing jobs, the attempt to roll back civil rights progress . . . and the increasing economic inequality in our society." He urged union members to work for the Dukakis-Bentsen team "as the most important job we can do in building a better America."

AFL-CIO President Lane Kirkland scored the Republican candidates George Bush and Dan Quayle for "wrapping themselves in an American flag made in Korea or Taiwan, or wherever their big business cronies can find the cheapest labor and the worst working conditions."

Twin victims

It is unpatriotic for the Reagan-Bush Administration "to spend hard-earned tax dollars encouraging firms to close plants in this country and set up shop in the maquiladora complex along the Mexican border, where they victimize workers on both sides of the border," he said.

Thousands of IUE members have lost their jobs because of the "maquiladora patriotism which moves your members from assembly lines to unemployment lines," Kirkland added.

As a key legislative goal, the convention voted to press Congress to enforce workers' right to strike. A resolution deplored the fact that "this precious American right is being destroyed by rulings of the National Labor Relations Board and the courts, which assert the priority of scabs to remain on the job while legitimate workers are denied the right to return to work following settlement of a strike."

The convention called on members to support the IUE political action fund and recognized local union officers who had implemented successful COPE checkoff programs.

75% victory rate

Delegates drew attention to the union's 75-percent victory rate in NLRB organizing elections and paid tribute to the union's top organizers, both staff and volunteers.

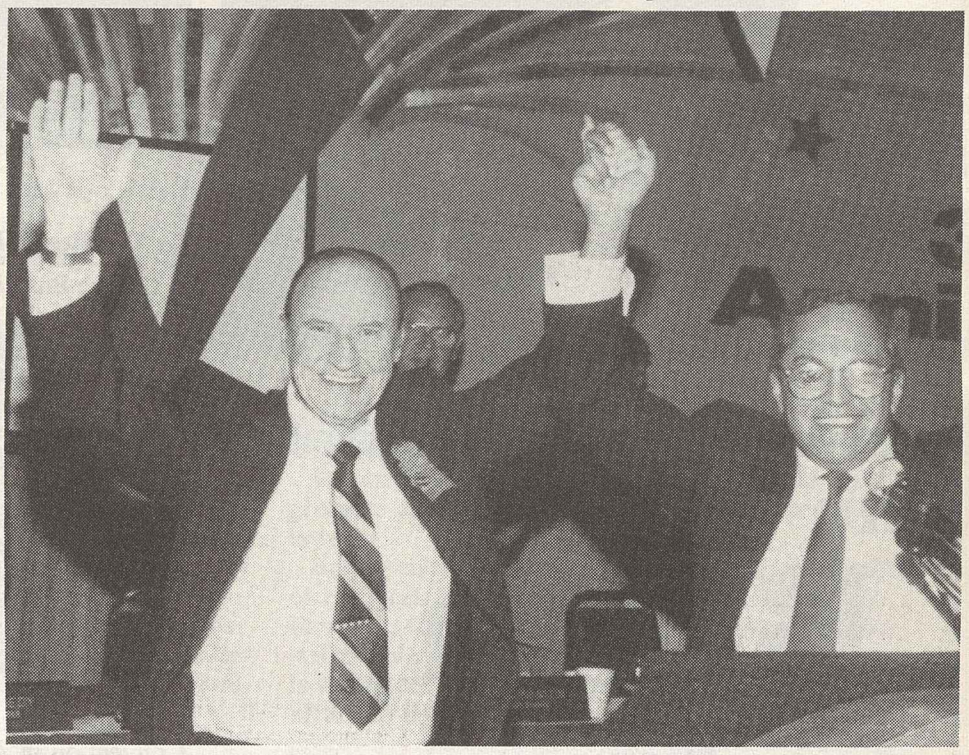
In other resolutions, delegates called for measures to protect internationally recognized labor rights, pressed for the closing of trade and tariff loopholes and urged that a national health insurance plan be enacted.

Rep. Richard Gephardt (D-Mo.) praised the trade reform package adopted this year, but stressed that "we need the leadership to make sure the law is enforced or else it isn't worth the paper it's printed on."

This means electing Michael Dukakis, he said, because "it's time for a President who stands up for the legitimate rights of American workers."

The delegates re-elected Gloria Johnson as chairperson of the IUE Women's Council. Irene Natividad, head of the National Women's Political Caucus, urged IUE members to continue to support the effort to make women full partners in the U.S. political system. She spoke at the Women's Breakfast.

Other speakers included Rev. Joseph Lowery, president of the Southern Christian Leadership Conference; Rep. Mary Rose Oakar (D-Ohio), and President Joyce Miller, Coalition of Labor Union Women.



IUE President William H. Bywater and Sec.-Treas Edward L. Fire celebrate their re-election to a second four-year term during convention.

Product liability limitations scored as takeaway of rights

Legislation designed to shield manufacturers of dangerous or harmful products from legal liability would penalize workers and consumers, the AFL-CIO told the House Labor Standards subcommittee.

The panel is considering a product liability bill that has already been approved by the House Energy & Commerce Committee. It is seriously flawed and should be rejected, Legislative Rep. Ernest DuBester testified.

DuBester, joined by representatives of both the Industrial Union Dept. and the Building & Construction Trades Dept., said the measure would take away rights workers now have, and compel reliance on an inadequate workers' compensation system.

"Every year, millions of workers suffer occupational injuries or diseases as a result of working on unsafe machinery or with toxic substances," DuBester said.

Because workers have so much at stake, he stressed, the trade union movement cannot support a "one-sided" bill to shield manufacturers from responsibility.

DuBester said the AFl-CIO is willing to consider "modest and sensible reforms" in the tort system of assessing damages. But he stressed that strengthening the workers' compensation system must be an essential element of a "comprehensive and balanced" reform package.

In theory, DuBester noted, "the workers' compensation system exists to provide fair and reasonable recompense to injured workers and survivors. But the reality, he said, is that "state workers' compensation laws provide inadequate relief to those suffering traumatic injuries and little or no relief to those suffering illnesses associated with exposures to toxic substances."

Procedurally deficient

The labor witnesses, including IUD Legislative Director David Mallino and BCTD attorney Donald Elisburg, also objected to the bill's lack of a procedure to determine when workers who incur diseases related to toxic exposure have a work-related claim against their employer, the chemical producer, or both.

Also needed, DuBester urged, is fuller regulation of liability insurance rates that are sometimes so high that employers and local governments cannot afford adequate coverage.

Product liability legislation has been a recurring issue before Congress, and DuBester noted that some past efforts have included attempts to set up a no-fault system of compensation for damages as an alternative to a fault-based tort law system.

Such an alternative deserves consideration, DuBester suggested. He said legislation to make the workers' compensation system more adequate could be a useful step toward that goal.

Union Privilege explores pharmacy plan

A mail order pharmacy service will soon be tested among a cross-section of AFL-CIO unions before it is made available to all affiliates.

The federation's Union Privilege Benefit Programs is now in the process of developing the test group.

"When fully underway, the Union Privilege Pharmacy Service will enable union members and their families to order prescription drugs, vitamins, over-the-counter medications and beauty products at a low cost from the convenience of their homes," said UPBP President Ray Denison.

"The new program will answer a pressing need for union members whose prescriptions are not covered by union-negotiated plans, particularly retired, senior and associate members who are responsible for medication costs."

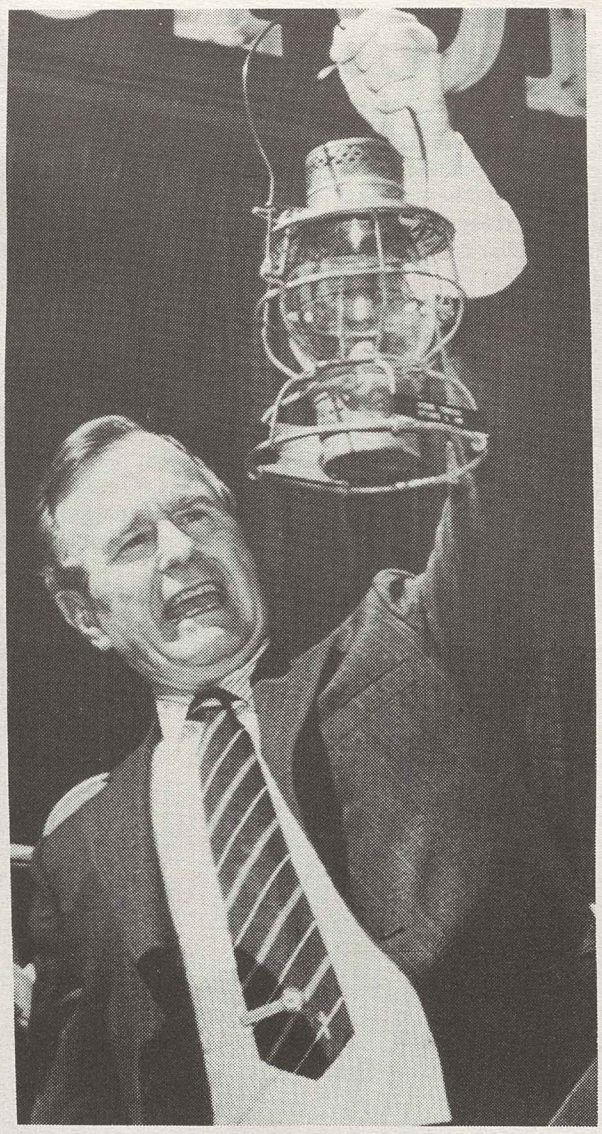
Because of the combined purchasing power of 14 million AFL-CIO members, the pharmacy plan will not charge an enrollment or annual fee and will feature prices that are lower or competitive with discount drug stores.

A unique "union members-only" feature will be an "open credit" where members who are involved in union-sanctioned strikes of 30 days or longer will be able to defer payment on prescription orders until after settlement.

The program test was recently approved by the UPBP board of directors. MEDCO Cost Containment of Elmwood Park, N.J., was selected to administer the pharmacy plan.

Also approved by the board was the testing of a financial deposit and savings program. The details of this service to union members are still being negotiated.

The proposed program's goal will be to give union members a higher interest rate return alternative to low-yielding passbook savings and NOW accounts while providing them safety and ease of withdrawal.

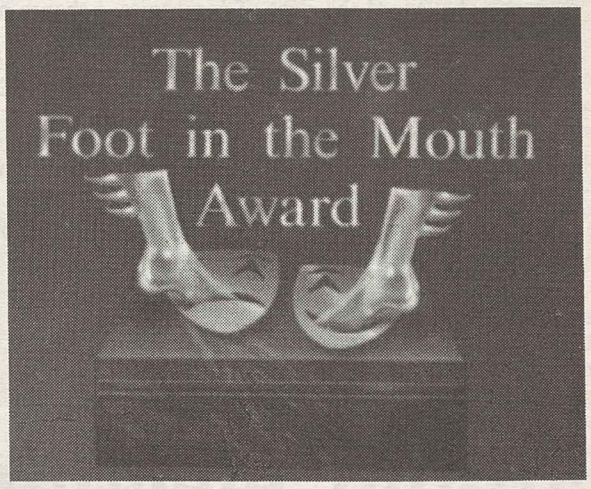


Bush: A thousand points of light?

The Bush & Quayle Show

Running Mates Make It Big in the TV Gaffe Contest

This is not Jack Kennedy.



Grand prize for silliest statement.

By Candice Johnson

George Bush and Dan Quayle are headed for a landslide in the wide open contest for campaign stump blunders and miscues. The gaffes and garbled statements of the Republican presidential candidate and his running mate are featured in a new AFL-CIO videotape.

Copies of the three-minute video, "Facts Are Stupid Things," has been sent to each international union and state federation. Union groups who want to use it—it's an ideal way to open a meeting—can obtain the tape from them.

"Facts are Stupid Things" uses a game-show format to spotlight the misstatements, errors, bloopers and ramblings of Bush and Quayle.

The video's title was taken from President Reagan's address to the Republican National Convention in August. Misspeaking, Reagan said "facts are stupid things," in his attempt to paraphrase the John Adams quotation, "facts are stubborn things."

The video sets an imaginary game show stage with Bush and Quayle vying for top honors—the "silver foot in the mouth award for the silliest statements."

Voodoo Booboo

In category one, economics, Bush tries to explain away his branding of Reagan economic policy as "voodoo economics" during the 1980 presidential campaign. "I wish I hadn't said that" is his comeback.

But Quayle's deeper misunderstanding of the second category—history—wins hands down. The video highlights Quayle's meeting with reporters last month when he called the Holocaust—in which more than six million Jews were murdered under Adolph Hitler's orders—an obscene period in "our nation's history."

"Whose history?" reporters asked. Then Quayle continued: "Not our nation but in World War II. We all lived in this century, I didn't live in this century . . . but in this century's history."

Perhaps one of the requirements for the office of vice president of the United State should be a course in world history.

Bush jumps the gun on the November elections by naming himself president twice so far during the campaign, the video noted. Most recently, during the debate with Democratic presidential candidate Michael S. Dukakis, Bush answered a question about aiding the homeless by talking about the "ten days before I took the oath of office as President."

Anti-Everything

Bush declared at a news conference last month that "I stand for anti-bigotry, and anti-semitism and anti-racism. This is what drives me."

And in a final category, Bush rewrites modern American history by declaring Sept. 7—instead of Dec. 7— as the 47th anniversary of Pearl Harbor Day. But when George Bush Jr. sought to correct his father's mistake, Pearl Harbor Day became Dec. 9.

The video awards Bush the silver foot award by a 4-1 score, but consoles Quayle by assuring him that he is the clear choice for second place.

In its delightful, three-minute look, the video doesn't cover all the classic bloopers of the 1988 presidential race.

During the debate, Bush allowed that tough choices would be needed "before we go to deployment on the Midgetman missile or on the Minuteman, whatever it is." Dukakis pointed out that the Administration already had abandoned the Midgetman missile system at arms reduction talks with the Soviet Union.

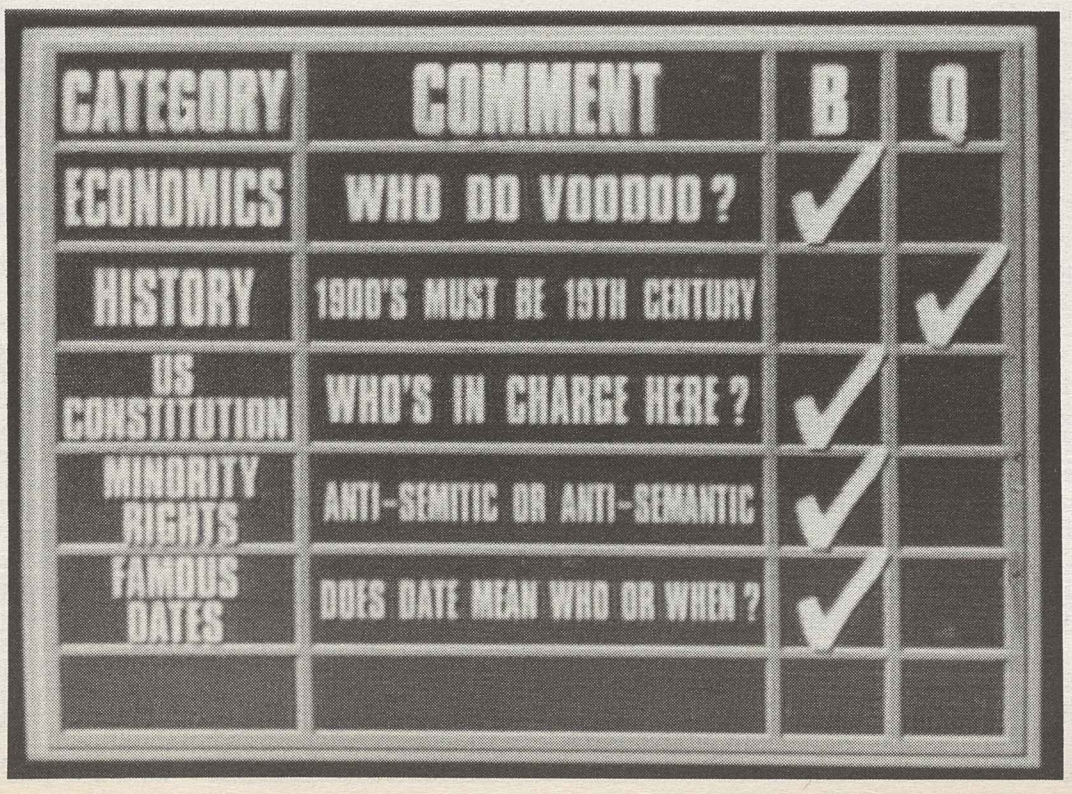
Quayle's understanding of defense and weapons programs goes one step further. In a speech on Sept. 8, Quayle rambled on about creating "an enhanced deterrent, a more stable peace, a better prospect to denying the ones who enter conflict in the first place to have a reduction of offensive systems and an introduction to defensive capability." That speech astounded Quayle's own advisers, news accounts reported.

Shooting Air Balls

Quayle finished that speech with a botched quote from famed Indiana University coach Bobby Knight. In Quayle's words, however, "there is nothing that a good defense cannot beat a better offense. In other words, a good offense wins."

Earlier, Quayle referred to the Soviet Union's economic and political reform effort as "nothing more than refined Stalinism," then reiterated that Bush had "leaned on me on national security matters."

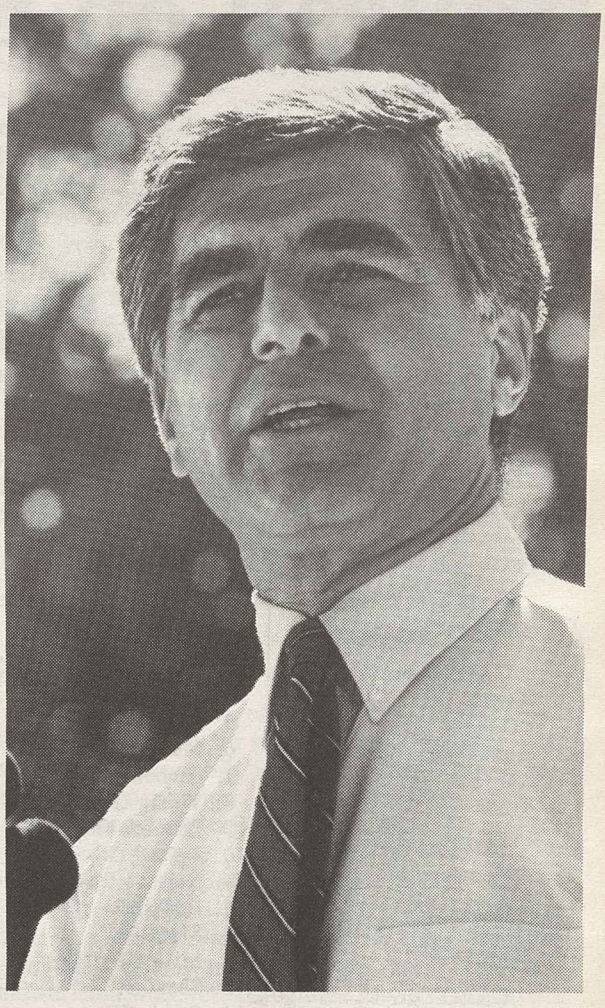
And on child care, Quayle stressed that the Republican team understands the importance of having the "bondage between the parent and the child," although it was later explained that he meant to say bonding.



Keeping score.

CWA Local Discusses

'The Dukakis We Know'



Reprinted from the CWA News

About three years ago Frank Burns, president of Local 1395, faced every union officer's nightmare: AT&T wanted to close a facility. The company laid off 32 people at the Watertown, Mass., AT&T service center with the promise of more to come. Burns and the remaining employees at the center knew what was next.

Worker morale sank to previously unknown depths, and Burns knew he had to do something. He decided to call Ed McCann, CWA New England area director. McCann had actively supported Massachusetts Gov. Michael Dukakis in his re-election bid in 1982 and had served on the Dukakis transition team when he won. Maybe McCann could ask the state to help.

Two days after Burns called McCann, Dukakis visited the Watertown facility. Dukakis passed through every department in the building, discussing the situation with workers and looking for solutions. He politely told management that he was personally concerned about the plant's future, and if there was anything he could do, please let him know.

"Instead of laying off more workers and then closing the plant, AT&T hired back the 32 workers they had laid off earlier," said Burns. "Just his presence made all the difference. Dukakis is why that service center is still open."

Though the center faces a layoff situation today, Burns is hopeful the union can save the jeopardized positions.

The Dukakis Record

When Mike Dukakis, presidential candidate, talks about good jobs at good wages, he's not spouting campaign rhetoric. What he achieved in Watertown is not an abberation; it reflects his record on labor issues and his concern for working people.

At the beginning of his second term in 1983, Dukakis started the Massachusetts Dept. of Labor, which operates with representatives from labor and business addressing workplace concerns.

Within the department's domain is the Massachusetts Industrial Advisory Board, which oversees the Industrial Services Program. This program provides retraining and job placement for displaced workers. Its record is impressive.

Local 1365 President Ron Ferris faced a situation similar to that of Frank Burns: AT&T laid off 1,400 workers at its manufacturing plant in North Andover, Mass. These workers had access to the CWA/AT&T Alliance program for job training, but they also had the help of their state government. Through the Industrial Services Program, the employees attended courses and job training at a local community college, and received job placement services. Of the 1,400 displaced workers, 1,000 are now employed in positions with pay levels and benefits comparable to what they made at AT&T or have been called back to the plant.

"That's what Dukakis means when he talks about good jobs at good wages," stated Ferris. "A new job with comparable pay and benefits, not a new job at half your wages and no benefits."

Frank Burns and Ron Ferris both believe that as president, Dukakis would halt the current policy adopted during the Reagan-Bush Administration by many businesses: use as many part time and temporary workers as possible, and contract out positions once held by full-time employees to a smaller business that pays its workers half of what the company employees made.

Stark Contrast

To Melissa Morin, president of Local 1400, the difference between Dukakis and his Republican rivals is stark. Morin's local covers New Hampshire, where she resides, Maine, and at one time included an AT&T facility in Lexington, Mass.

Recently, two facilities covered by her local shut down within two months of each other. One was the facility in Massachusetts, the other a facility in predominantly Republican New Hampshire.

"Instead of laying off more workers and then closing the plant, AT&T hired back the 32 workers they had laid off earlier," said Burns. "Just his presence made all the difference. Dukakis is why that service center is still open."

"In Massachusetts we had a three month notice of the plant's closing," she said. "In New Hamshire, initially we had a two week notice, but we managed to finagle a month out of them. Massachusetts had all these retraining and job placement services for workers, and New Hampshire had none; the difference was really striking.

"Of the 150 people who lost jobs in Massachusetts, almost everyone found jobs making comparable pay and with comparable benefits. In New Hampshire, only about one-third of the 110 employees had any sort of job when they left, and in general these were jobs at lower pay and had fewer benefits, if any. A lot of the New Hampshire people had to take temporary jobs. The New Hampshire closing was just awful."

Dukakis enjoys the support of working people in his home state because he's earned it. Not only does his Industrial Services Program provide for job training and placement, it provides loans for financially troubled businesses that otherwise would have to lay off workers or close.

He also pushed through the state legislature a progressive revision of the state worker compensation laws.

Employment, however, doesn't make up the whole of his work for middle- and lower-income people. Housing, for instance, represents another concern. Affordable housing in Massachusetts is as rare as it is anywhere these days; most people can no longer afford to buy a home. To address this phenomenal problem, Dukakis helped create a partnership among government, labor and business to build affordable housing for low- and middle-income families.

The partnership, run by Thomas McIntyre, a vice president of the Bricklayers, uses organized labor to build houses on property donated by local government or business. Union pension funds provide the money needed upfront. On average, the houses sell for about 50 percent less than the going market rate because the partnership, as developer, has no overhead.

The Massachusetts Housing Partnership Act, a creation of Dukakis, allows buyers to put 5 percent down and guarantees them a loan at 5½ percent interest. According to McIntryre, currently the program has created $26 million worth of affordable housing in the state. "We couldn't have got to the batter's box without Mike Dukakis," he said.

CWA Behind Dukakis

"CWA supported Dukakis when he first ran for governor about 10 years ago," stated Michael Grieco, CWA representative in District 1. "We supported him when he won, we supported him when he lost, and we supported him when he won again. Dukakis has been a strong supporter of labor in his state. At the CWA convention in Miami (in 1987) when he spoke to the union he really knew his stuff. He spoke for about 25 or 30 minutes without notes, without anything; he really knew his issues."

What he's done for Massachusetts, he can do for the country.

Rollcall on textile-shoe imports curb veto

The House on Oct. 4 voted 272-152—11 votes short—to override President Reagan's veto of a bill limiting imports of textiles, clothing and shoes. The majority was less than the two-thirds needed.

Right votes to override the veto (R) were cast by 203 Democrats and 69 Republicans. Voting wrong (W) were 105 Republicans and 47 Democrats. Numerals show congressional districts; A—Absent.

ALABAMA
1. Callahan (R) R
2. Dickinson (R) R
3. Nichols (D) R
4. Bevill (D) R
5. Flippo (D) R
6. Erdreich (D) R
7. Harris (D) R

ALASKA
AL Young (R) R

ARIZONA
1. Rhodes (R) W
2. Udall (D) W
3. Stump (R) W
4. Kyl (R) W
5. Kolbe (R) W

ARKANSAS
1. Alexander (D) R
2. Robinson (D) R
3. Hammerschmidt (R) R
4. Anthony (D) R

CALIFORNIA
1. Bosco (D) W
2. Herger (R) W
3. Matsui (D) W
4. Fazio (D) R
5. Pelosi (D) W
6. Boxer (D) W
7. Miller (D) W
8. Dellums (D) R
9. Stark (D) W
10. Edwards (D) R
11. Lantos (D) R
12. Konnyu (R) W
13. Mineta (D) R
14. Shumway (R) W
15. Coelho (D) R
16. Panetta (D) W
17. Pashayan (R) R
18. Lehman (D) R
19. Lagomarsino (R) W
20. Thomas (R) R
21. Gallegly (R) W
22. Moorhead (R) W
23. Beilenson (D) W
24. Waxman (D) W
25. Roybal (D) R
26. Berman (D) W
27. Levine (D) W
28. Dixon (D) R
29. Hawkins (D) R
30. Martinez (D) R
31. Dymally (D) R
32. Anderson (D) W
33. Dreier (R) W
34. Torres (D) R
35. Lewis (R) A
36. Brown (D) R
37. McCandless (R) W
38. Dornan (R) W
39. Dannemeyer (R) W
40. Badham (R) W
41. Lowery (R) W
42. Lungren (R) W
43. Packard (R) W
44. Bates (D) R
45. Hunter (R) R

COLORADO
1. Schroeder (D) R
2. Skaggs (D) W
3. Campbell (D) R
4. Brown (R) W
5. Hefley (R) W
6. Schaefer (R) W

CONNECTICUT
1. Kennelly (D) R
2. Gejdenson (D) R
3. Morrison (D) R
4. Shays (R) R
5. Rowland (R) W
6. Johnson (R) W

DELAWARE
AL Carper (D) R

FLORIDA
1. Hutto (D) R
2. Grant (D) R
3. Bennett (D) W
4. Chappell (D) R
5. McCollum (R) W
6. MacKay (D) A
7. Gibbons (D) W
8. Young (R) W
9. Bilirakis (R) W
10. Ireland (R) W
11. Nelson (D) W
12. Lewis (R) W
13. Mack (R) A
14. Mica (D) W
15. Shaw (R) W
16. Smith (D) R
17. Lehman (D) R
18. Pepper (D) R
19. Fascell (D) R

GEORGIA
1. Thomas (D) R
2. Hatcher (D) R
3. Ray (D) R
4. Swindall (R) R
5. Lewis (D) R
6. Gingrich (R) R
7. Darden (D) R
8. Rowland (D) R
9. Jenkins (D) R
10. Barnard (D) R

HAWAII
1. Saiki (R) W
2. Akaka (D) W

IDAHO
1. Craig (R) W
2. Stallings (D) W

ILLINOIS
1. Hayes (D) R
2. Savage (D) R
3. Russo (D) R
4. Davis (R) R
5. Lipinski (D) R
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) W
9. Yates (D) R
10. Porter (R) W
11. Annunzio (D) R
12. Crane (R) W
13. Fawell (R) W
14. Hastert (R) W
15. Madigan (R) W
16. Martin (R) W
17. Evans (D) R
18. Michel (R) W
19. Bruce (D) R
20. Durbin (D) R
21. Costello (D(R
22. Gray (D) R

INDIANA
1. Visclosky (D) R
2. Sharp (D) R
3. Hiler (R) W
4. Coats (R) W
5. Jontz (D) R
6. Burton (R) W
7. Myers (R) W
8. McCloskey (D) R
9. Hamilton (D) R
10. Jacobs (D) R

IOWA
1. Leach (R) W
2. Tauke (R) W
3. Nagle (D) R
4. Smith (D) W
5. Lightfoot (R) W
6. Grandy (R) W

KANSAS
1. Roberts (R) W
2. Slattery (D) W
3. Meyers (R) W
4. Glickman (D) W
5. Whittaker (R) W

KENTUCKY
1. Hubbard (D) R
2. Natcher (D) R
3. Mazzoli (D) W
4. Bunning (R) W
5. Rogers (R) R
6. Hopkins (R) R
7. Perkins (D) R

LOUISIANA
1. Livingston (R) W
2. Boggs (D) R
3. Tauzin (D) R
4. McCreary (R) R
5. Huckaby (D) R
6. Baker (R) R
7. Hayes (D) R
8. Holloway (R) R

MAINE
1. Brennan (D) R
2. Snowe (R) R

MARYLAND
1. Dyson (D) R
2. Bentley (R) R
3. Cardin (D) R
4. McMillen (D) R
5. Hoyer (D) R
6. Byron (D) R
7. Mfume (D) R
8. Morella (R) W

MASSACHUSETTS
1. Conte (R) R
2. Boland (D) R
3. Early (D) R
4. Frank (D) R
5. Atkins (D) R
6. Mavroules (D) R
7. Markey (D) R
8. Kennedy (D) R
9. Moakley (D) R
10. Studds (D) R
11. Donnelly (D) A

MICHIGAN
1. Conyers (D) R
2. Pursell (R) W
3. Wolpe (D) R
4. Upton (R) W
5. Henry (R) R
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) W
10. Schuette (R) R
11. Davis (R) R
12. Bonior (D) R
13. Crockett (D) R
14. Hertel (D) R
15. Ford (D) R
16. Dingell (D) R
17. Levin (D) R
18. Broomfield (R) W

MINNESOTA
1. Penny (D) W
2. Weber (R) W
3. Frenzel (R) W
4. Vento (D) R
5. Sabo (D) R
6. Sikorski (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Espy (D) R
3. Montgomery (D) R
4. Dowdy (D) R
5. Lott (R) R

MISSOURI
1. Clay (D) R
2. Buechner (R) R
3. Gephardt (D) R
4. Skelton (D) R
5. Wheat (D) R
6. Coleman (R) R
7. Taylor (R) R
8. Emerson (R) R
9. Volkmer (D) R

MONTANA
1. Williams (D) R
2. Marlenee (R) W

NEBRASKA
1. Bereuter (R) W
2. Daub (R) W
3. Smith (R) W

NEVADA
1. Bilbray (D) R
2. Vucanovich (R) W

NEW HAMPSHIRE
1. Smith (R) R
2. Gregg (R) R

NEW JERSEY
1. Florio (D) R
2. Hughes (D) R
3. Vacancy
4. Smith (R) R
5. Roukema (R) R
6. Dwyer (D) R
7. Rinaldo (R) R
8. Roe (D) R
9. Torricelli (D) R
10. Rodino (D) R
11. Gallo (R) W
12. Courter (R) W
13. Saxton (R) W
14. Guarini (D) R

NEW MEXICO
1. Lujan (R) W
2. Skeen (R) R
3. Richardson (D) R

NEW YORK
1. Hochbrueckner (D) R
2. Downey (D) W
3. Mrazek (D) R
4. Lent (R) W
5. McGrath (R) R
6. Flake (D) R
7. Ackerman (D) R
8. Scheuer (D) W
9. Manton (D) R
10. Schumer (D) W
11. Towns (D) R
12. Owens (D) R
13. Solarz (D) W
14. Molinari (R) W
15. Green (R) W
16. Rangel (D) R
17. Weiss (D) R
18. Garcia (D) R
19. Vacancy
20. DioGuardi (R) R
21. Fish (R) R
22. Gilman (R) R
23. Stratton (D) R
24. Solomon (R) R
25. Boehlert (R) R
26. Martin (R) R
27. Wortley (R) W
28. McHugh (D) W
29. Horton (R) R
30. Slaughter (D) R
31. Kemp (R) W
32. LaFalce (D) W
33. Nowak (D) R
34. Houghton (R) R

NORTH CAROLINA
1. Jones (D) R
2. Valentine (D) R
3. Lancaster (D) R
4. Price (D) R
5. Neal (D) R
6. Coble (R) R
7. Rose (D) R
8. Hefner (D) R
9. McMillan (R) R
10. Ballenger (R) R
11. Clarke (D) R

NORTH DAKOTA
AL Dorgan (D) W

OHIO
1. Luken (D) R
2. Gradison (R) W
3. Hall (D) R
4. Oxley (R) W
5. Latta (R) W
6. McEwen (R) W
7. DeWine (R) W
8. Lukens (R) W
9. Kaptur (D) R
10. Miller (R) R
11. Eckart (D) R
12. Kasich (R) W
13. Pease (D) W
14. Sawyer (D) W
15. Wylie (R) W
16. Regula (R) R
17. Traficant (D) R
18. Applegate (D) R
19. Feighan (D) R
20. Oakar (D) R
21. Stokes (D) R

OKLAHOMA
1. Inhofe (R) W
2. Synar (D) W
3. Watkins (D) R
4. McCurdy (D) W
5. Edwards (R) W
6. English (D) W

OREGON
1. AuCoin (D) W
2. Smith, R. (R) W
3. Wyden (D) W
4. DeFazio (D) W
5. Smith, D. (R) R

PENNSYLVANIA
1. Foglietta (D) R
2. Gray, W. (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) R
6. Yatron (D) R
7. Weldon (R) R
8. Kostmayer (D) R
9. Shuster (R) R
10. McDade (R) R
11. Kanjorski (D) R
12. Murtha (D) R
13. Coughlin (R) W
14. Coyne (D) R
15. Ritter (R) R
16. Walker (R) W
17. Gekas (R) W
18. Walgren (D) R
19. Goodling (R) R
20. Gaydos (D) R
21. Ridge (R) R
22. Murphy (D) R
23. Clinger (R) R

RHODE ISLAND
1. St Germain (D) R
2. Schneider (R) R

SOUTH CAROLINA
1. Ravenel (R) R
2. Spence (R) R
3. Derrick (D) R
4. Patterson (D) R
5. Spratt (D) R
6. Tallon (D) R

SOUTH DAKOTA
AL Johnson (D) R

TENNESSEE
1. Quillen (R) R
2. Vacancy
3. Lloyd (D) R
4. Cooper (D) R
5. Clement (D) R
6. Gordon (D) R
7. Sundquist (R) W
8. Jones (D) R
9. Ford (D) R

TEXAS
1. Chapman (D) R
2. Wilson (D) R
3. Bartlett (R) W
4. Hall (D) R
5. Bryant (D) R
6. Barton (R) W
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) R
10. Pickle (D) A
11. Leath (D) R
12. Wright (D) Speaker
13. Boulter (R) A
14. Sweeney (R) R
15. de la Garza (D) R
16. Coleman (D) R
17. Stenholm (D) R
18. Leland (D) R
19. Combest (R) R
20. Gonzalez (D) R
21. Smith (R) R
22. DeLay (R) W
23. Bustamante (D) R
24. Frost (D) R
25. Andrews (D) R
26. Armey (R) W
27. Ortiz (D) R

UTAH
1. Hansen (R) W
2. Owens (D) W
3. Nielson (R) W

VERMONT
AL Jeffords (R) R

VIRGINIA
1. Bateman (R) R
2. Pickett (D) R
3. Bliley Jr (R) R
4. Sisisky (D) R
5. Payne (D) R
6. Olin (D) R
7. Slaughter (R) R
8. Parris (R) R
9. Boucher (D) R
10. Wolf (R) W

WASHINGTON
1. Miller (R) W
2. Swift (D) W
3. Bonker (D) W
4. Morrison (R) W
5. Foley (D) W
6. Dicks (D) W
7. Lowry (D) A
8. Chandler (R) W

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Wise (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Gunderson (R) R
4. Kleczka (D) W
5. Moody (D) R
6. Petri (R) W
7. Obey (D) R
8. Roth (R) W
9. Sensenbrenner (R) W

WYOMING
AL Cheney (R) W

Workers face shutdown as vote falls short

Continued from Page 1

The U.S. textile and apparel industries have led the world in productivity—the time needed to produce a shirt is only 14 minutes in the United States compared with 20 minutes in Hong Kong and 25 minutes in Bangladesh. But even though these are relatively low-wage U.S. industries, importers can take advantage of hourly compensation rates of $1.40 in Hong Kong and 25 cents in Bangladesh.

While defenders of the veto raised the specter of "protectionism," other House members taking part in the debate turned the spotlight on the workers whose jobs were at stake. Two who did so were Tennessee Democrat Marilyn Lloyd and Maine Republican Olympia J. Snowe.

Lloyd spoke of the women who work in the mills and factories, many of them the sole support of their families. "Give them a vote" by overriding the veto, she urged her colleagues.

Snowe chided the Administration for remaining "entrenched in the deep ideological rut of an obsolete free trade mentality, while workers in the endangered industries are left "to twist in the wind." She noted that the United States imports over 900 million pairs of shoes a year and that foreign producers now control 81 percent of the U.S. market.

The legislation denounced as "protectionist" would allow that level of imports to continue and would merely rule out a further increase. Is that "so horrifyingly protectionist?" Snowe asked. Most of her colleagues didn't think so either.

Because the House vote fell short of the two-thirds mark, the veto override issue will not reach the Senate. While the two vice presidential candidates were on the campaign trail during this year's battle, both were on hand in the previous Congress when a similar bill was before the Senate.

Lloyd Bentsen (D-Tex.) voted for the import ceilings; Dan Quayle (R-Ind.) voted against the bill.

Ed Stephenson dies, Miami area official

Lake Wales, Fla.—Edward T. Stephenson, who served as president of the South Florida AFL-CIO for 24 years until his retirement last May, died of cancer Oct. 5.

Stephenson, who was 73, had also been a vice president of the Florida AFL-CIO and chairman of the South Florida COPE. A member and former officer of Electrical Workers Local 359 in Miami, he was a past chairman of the IBEW's Florida Council and area director for AFL-CIO Community Services.

A memorial service was held Oct. 7 in Lake Wales. Survivors include his wife Catherine, two daughters, a son and a stepson.

Bush vs. Dukakis

Worker Rights to Organize and Bargain

The right of workers to organize and bargain collectively is being assaulted every day by anti-union employers, and American labor laws are inadequate to repel the assault.

In 1977, by a two to one margin, employers were more interested in favorable bargaining than in avoiding unions, whereas today the response is reversed by a margin of three to one. In 1985, for every ten workers who voted for a union under the NLRA, one was unlawfully discharged; ten years ago, only one in 50 union supporters was unlawfully discharged.

The toll of these anti-worker actions is plain. In 1985, unions were able to organize only 75,000 workers through the NLRB; ten years ago the number of employees organized was twice as high. Even when a union election is won, the union is unable to secure a first contract in one-quarter to one-half of all cases. By 1987, the proportion of private sector workers who are represented by a union dropped to 15 percent, the lowest level in modern time.

In the public sector—in which anti-union behavior is not so common—workers continue to choose to organize in record numbers; 43 percent of public employees are represented by unions. And in Canada, where meaningful labor laws have been enacted, unions represent over 40 percent of the workforce.

The AFL-CIO calls for an effective labor law that will make union representation realistically available for all workers, and make collective bargaining rational and effective for those who elect to organize. Appointees to the NLRB should be committed to applying the law to forward these principles.

Dukakis

Dukakis has stated that he will make sure that the National Labor Relations Board guarantees the right of American workers to be represented by the union of their choice. He calls for workers having a voice in the workplace, noting that "many companies have found increasing employee participation will improve quality, productivity, and worker morale." He said that "we can no longer afford to treat labor merely as a cost of doing business." He noted that a Dukakis Administration will encourage various forms of worker participation—quality of work-life programs, profit-sharing and stock option plans, and worker buyouts.

Speaking to the federation's General Board, Dukakis said that he would appoint "an NLRB that will insist on justice and fairness for American workers."

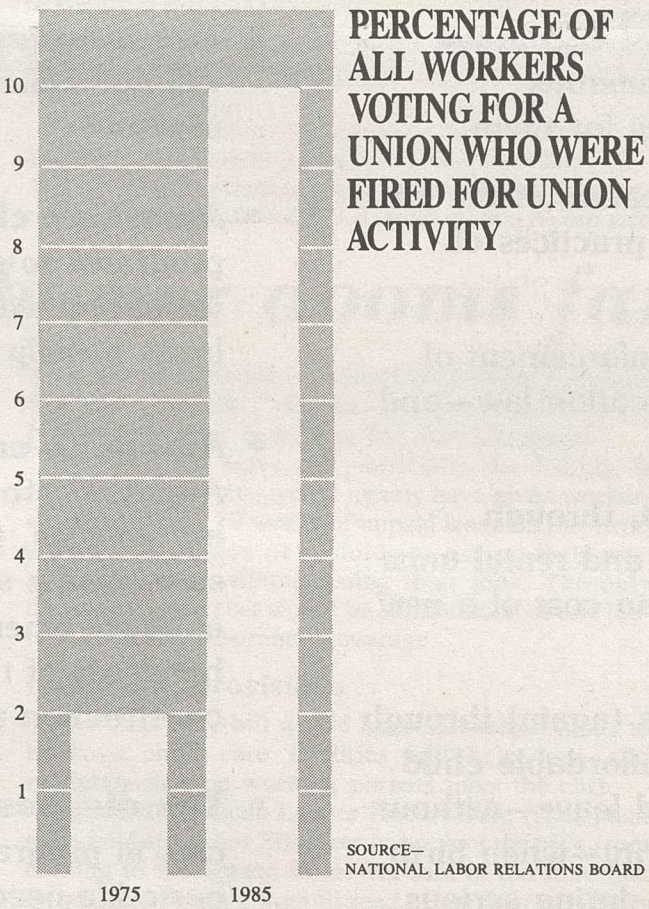
Christopher Scott, president of the North Carolina AFL-CIO, told the board: "There's a major story about a strike that occurred less than three weeks ago where over a thousand workers in a turkey processing plant in North Carolina, without a union, walked off their jobs. And as I talked to them in the 105 degree weather, I found out that these workers make on average $3.90 an hour. They work in heat that can range up to 120 degrees, and they start at six o'clock in the morning and work until five o'clock in the afternoon. Fortunately, the Food & Commercial Workers is now working with these workers to organize them and to get a union.

"One candidate has been talking about good jobs at good wages, Gov. Michael Dukakis. I think he's talking about these workers and millions of others across the South who desperately need unions, desperately need to change things.

"These workers in North Carolina, the turkey processing plant, probably face two-to three-year struggle just to get to the bargaining table under the Reagan Labor Board. We believe in North Carolina that we have got an obligation to support good jobs and good wages, Gov. Michael Dukakis."

The Democratic platform called for an America "with all workers assured the protection of an effective law that guarantees their rights to organize, join the union of their choice, and bargain collectively with their employer, free from anti-union tactics."

Sen. Lloyd Bentsen voted for legislation to outlaw the use of polygraphs in private sector work places. In 1987 he voted for continued protection of government contract employees under the Service Contract Act. He voted for continued protections under union contracts of workers who are employed on government service contracts.



Bush

With seven months of taking office in 1981, this Administration fired 12,000 striking air traffic controllers. Now, more than seven years later, it still refuses to rehire those workers despite a dangerous shortage of skilled controllers. That action sent a message to management throughtout the country, and collective bargaining was chilled.

The Administration failed to reappoint, as members of the National Labor Relations Board, individuals who had served through Republican and Democratic Administrations alike (including one member first appointed by President Eisenhower) and who were recognized for their impartiality. In their place, the Administration appointed four lawyers who came directly from management's side of the negotiating table.

The chairman of the NLRB during most of the Administration was Donald Dotson who has publicly declared his belief that "collective bargaining frequently means the destruction of individual freedom" and that "unionized labor relations" have been among "the major contributors to the decline and failure of our healthy industries."

Under Dotson's leadership, scores of decisons which granted important rights to workers were overturned and replaced by new, anti-worker rules; no decision favorable to employers was so much as questioned. The new rules formulated by this Administration's NLRB removed protections from workers who engage in on-the-job protests; made it more difficult for union supporters to talk about the union with their co-workers; made it easier for management to interrogate and intimidate union adherents; permitted employers to transfer work away from unionized workers without bargaining with the union; lessened the legal protection for workers who elect to honor the picket line of a sister union; permitted employers to lock out their employees and hire replacements to do the work; and made it easier for employers to fire striking employees. The bias of the Labor Board is demonstrated by these numbers: once the appointees of the Administration secured control of the NLRB, the percentage of complaints against employers which were dismissed by the Board increased 300 percent while the percentage of complaints against unions which were dismissed decreased almost 40 percent.

At the General Board meeting, President Wayne Glenn of the Paperworkers described the things that this Administration has done: "Appointed corporation lawyers to administer the National Labor Relations Act, a law passed to protect the American workers, . . . as one of its first official orders of business, destroyed a small union like the Air Traffic Controllers, and removed a stigma from employers hiring permanent replacements in strikes which has caused my union to suffer greatly in recent years."

The Republican platform reiterates its support for state "right-to-work" laws.

In 1986 and 1988, Sen. Dan Quayle voted to extend the federal Hobbs Act to labor disputes. In 1988, he voted against a bill to outlaw the use of polygraphs in private-sector workplaces.

In 1986 and 1987, Quayle voted to restrict worker protections under the Davis-Bacon and Service Contract Acts. In 1987, he voted to restrict collective bargaining for employees of public transit authorities.

AFL-CIO news

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POST IT

POST IT

THE 'FAIRNESS FACTOR'

We have had eight years of fairness (make that "indulgence") to. . .

- **Big corporations** and wealthy individuals, who were handed nearly $400 billion on a tax giveaway platter, while average Americans got table scraps.
- **Our trading partners,** who hold more than $800 billion in American IOUs and are using them to gobble up huge chunks of America—industries, financial institutions, prime real estate—giving foreign interests a dangerous degree of control over **our** economic future.
- **American-owned corporations** that wipe out good U.S. jobs by running overseas to exploit low-wage workers there.
- **Employers** who dump all over their workers and unions, in defiance of labor law, assured of support, if needed, from a stacked NLRB and other federal agencies.
- **Employers** (again) ignoring and/or violating (again) job safety/health laws, sure (again) that the worst punishment in store for them is a slap on the wrist.
- **Financial predator sharks,** who swim the corporate waters seeking victims in hostile takeovers, mergers and acquisitions that enrich only themselves, create no wealth for the nation and no jobs for its workers.

Now it's time for fairness to. . .

- **Workers,** through policies that encourage creation of quality jobs and generous allowances for workers training for them.
- **Workers,** through firm application of the fair trade law to end the one-way practices of many of our trading partners.
- **Workers,** through vigorous enforcement of the 60-day plant closing notification law—and of job safety and health laws.
- **Average American families,** through construction of decent homes and rental units they can afford (present median cost of a new home: $89,000).
- **Average American families** (again) through programs to provide decent, affordable child care and to allow unscheduled leave—without damage to job status or security—when birth or adoption occurs or to help during serious in-family illness.
- **The long-term ill,** with assistance so they will not suffer the added agony of financial wipe-out.
- **America's children** with funding and programs to provide the best schools in the world and with readily available low-interest loans to help them attend college.
- **America's communities** through a "Build America" program—roads, bridges, rail and air facilities, mass transit, other projects that serve public safety and convenience and enhance where we live, and that create hundreds of thousands of quality jobs in construction and manufacturing.
- **The dispossessed,** who've absorbed serious cuts in programs meant to help provide their basic life needs—nutrition, health care, pre-natal care, housing assistance.

Fairness—Our Share of Tomorrow

It's Time to Say Yes ✓

DUKAKIS/BENTSEN NOV. 8

AFL-CIO news

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OCTOBER 15, 1988

UNION YES

Leaflet brigades bolster campaign at union jobsites

Across America, at sprawling construction sites and industrial parks, hospitals, stores and offices, Leaflet Day found union men and women bringing the case for labor's endorsed candidates to their fellow workers.

In Lancaster, Pa., the sun wasn't up when union volunteers took their stations at plant gates, and it was the coldest day so far this fall. But work shifts start early in Lancaster. And so did union handbilling to help boost the Dukakis-Bentsen presidential ticket.

At 6 a.m. on Oct. 12—the AFL-CIO's Leaflet Day—union volunteers were at all three gates of the Armstrong World Industries plant, ready greet members of Rubber Workers Local 285 and Machinists Local 928 as they walked from the parking lot to their jobs. Others would catch the afternoon and night shifts.

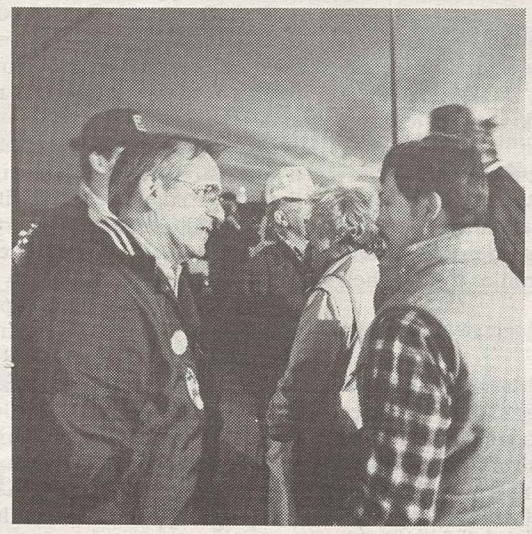
Out on Centerfield Road, by the KD Tool-Easco Mfg. plant, it was Steelworkers passing on the union message. At the Kelloggs site, on Yellow Goose Rd., leafletting wouldn't begin until 7 a.m. It was starting to get light then, but still mighty cold, the Grain Millers Local 374 team reported.

Sunrise handbilling

In nearby Hershey, Pa., the chocolate town, Local 464 of the Bakery, Confectionery & Tobacco Workers had volunteers out for the 6 a.m. and 1 p.m. shifts.

While the Oct. 12 date was most common, the distribution schedules varied. At the big Boeing plant in Seattle, for example, Oct. 12 was the date of local IAM elections so the union put off distribution of its national election materials a week.

''We ran out halfway through the second shift,'' a union coordinator complains to the AFL-CIO distribution center. Apologies. She is promised a doubled supply for the next nationwide distribution—keyed to get-out-the-vote.



Early shift on Leaflet Day finds USWA President Lynn R. Williams at Bethlehem Steel plant in Sparrows Point, Md., while Sen. Barbara Mikulski (D-Md.) joins CWA volunteers in Baltimore.

Surge of job-gutting imports pinned to Reagan-Bush policy

A stunning surge in the nation's trade deficit ''underscores the bankruptcy of the Reagan-Bush Administration's trade policies and its callous indifference to the plight of American workers,'' AFL-CIO President Lane Kirkland charged.

The August deficit soared to $12.2 billion, fueled by a all-time high of $39.7 billion in job-gutting imports, the Commerce Dept. reported. The July shortfall was $9.5 billion.

''Record imports coupled with slower than expected export growth clearly demonstrated that the do-nothing policies of this Administration must be changed,'' Kirkland declared.

Industrial workers continue to be hit hard by the import surge, as foreign autos, electrical machinery, office equipment, clothing and footwear and telecommunications parts flooded U.S. markets at a record rate of $30.6 billion in August. Skyrocketing imports have cost the economy millions of jobs and threaten remaining jobs in clothing, textile and other industries, AFL-CIO economist Mark Anderson said.

Anderson called the 10 percent jump in August imports clear proof that the Administration's ''wishful thinking'' cannot solve the trade crisis.

Dukakis spells out needed trade remedies. See Page 4.

The slackening export growth demonstrates that America ''cannot expect to export its way out of its trade problems, because other countries have shown that they are unwilling to accept higher export levels,''

Continued on Page 2

Republican filibuster dooms family care bills

Senate Republicans killed off the possibility of action on child care and parental leave legislation this year, using an end-of-the-session filibuster to avoid votes that would have tested their presidential candidate's positions on family issues.

An earlier filibuster had blocked consideration of a minimum wage increase, another area in which Senate Republicans ducked the opportunity to put up a ''Bush alternative.''

With only five Republicans breaking ranks, a 50-46 vote was 10 short of the ''supermajority'' of 60 votes needed to invoke cloture and limit debate. From the campaign trail, Sen. Lloyd Bentsen (D-Tex.) sent word that he supported the cloture motion; Sen. Dan Quayle (R-Ind.) was silent.

Sen. Christopher J. Dodd (D-Conn.), chief Senate sponsor of both measures, said the Republican leadership fought ''tooth-and-nail'' to kill ''the pro-family agenda.'' Senate Labor & Human Resources Committee Chairman Edward M. Kennedy (D-Mass.) pledged that the twin bills ''will be the top priorities in the human resources agenda in the next Congress.''

The parental leave bill—officially the Family & Medical Leave Act—would merely have given workers the right to take 10 weeks of unpaid leave on the birth, adoption or illness of a child, or during their own serious illness, without losing their jobs. The only direct employer cost would be continuation of any job-related health insurance coverage.

Child care provisions

The child care bill would have authorized funds to improve child care facilities and help low- and moderate-income working parents meet the cost.

Senate Republican Leader Robert Dole (Kan.) had called off an earlier filibuster to prevent the bills from coming to the Senate floor. He said at the time that Republicans didn't want to read newspaper headlines blaming them for blocking the legislation. But the Republicans continued to refuse to allow a vote and, as Majority Leader Robert C. Byrd (W.Va.) commented, ''the filibuster was a success.''

Dole acknowledged that child care and parental leave are ''part of the national debate'' and said Republicans will be prepared to offer their own bill in the next Congress, ''whether it's President Bush or President Dukakis'' in the White House.

Bush had proposed a low-income tax credit as an alternative to the child care bill and suggested the possibility of ''incentives'' for employers not to fire workers who took time off to have a baby. But on the showdown, the Republican decision was to stick to soft campaign rhetoric rather than shape actual legislation and put it to a vote.

Congress missed its original Oct. 8 adjournment target, but hoped to close shop before Oct. 15 so its members can give full time to the election campaign.

Workplace criminals 'get away with murder'

House panel report raps OSHA failure to prosecute employers

Employers who flagrantly defy occupational safety and health standards are literally ''getting away with murder'' because the federal government is soft on workplace criminals, the House Government Operations Committee charged.

Its stinging report, adopted unanimously, takes the Occupational Safety & Health Administration to task for a ''dismal'' record on criminal prosecutions.

The committee acknowledged that the federal job safety law needs to be strengthened. Criminal penalties—as distinguished from civil fines—can be imposed only when a willful violation of an OSHA standard results in a worker's death, or when an employer knowingly makes a false statement or supplies false documents to OSHA.

Over the past 18 years, only 14 criminal cases have been prosecuted and the 10 convictions resulted in only fines or suspended sentences. ''No one has ever spent a day in jail for violating the Occupational Safety & Health Act,'' the committee observed.

In recent years, state and local law enforcement agencies have initiated prosecution of employers responsible for worker deaths and serious injuries. In California alone, there have been 12 successful prosecutions over the past eight years. But in some states, higher courts have overturned convictions on the ground that the federal job safety law pre-empts state laws that were violated.

The committee criticized OSHA's reluc-

Continued on Page 6

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10/15/88

Dukakis presses Bush on job issues

Democrat says President must 'stand up for workers'

By David L. Perlman

Democratic presidential candidate Michael Dukakis focusd on trade, jobs and affordable homes—key issues to America's workers—in a week of upbeat campaigning leading up to his nationally televised debate with George Bush.

In speeches and in a detailed position paper, Dukakis served notice that the United States will no longer turn the other cheek when countries use unfair trading tactics to penetrate the U.S. market and put up barriers to American goods.

After seven years of neglect by the Reagan-Bush Administration, Dukakis pledged that "trade will be a presidential priority and the President will stand up to the world for America's workers and businesses." (Text on Page 4.)

Dukakis promised to use the full powers that the new trade law gives to the President. Democratic vice presidential candidate Lloyd Bentsen was the principal Senate architect of the trade bill. And campaigning alongside Dukakis as he hammered at trade and job issues was Rep. Richard A. Gephardt (Mo.), author of the labor-supported amendment that put teeth in the House version of the trade bill.

The Bush campaign was a stark contrast. The Republican candidate has been largely silent on trade issues—for good reason, Dukakis noted. "When George Bush and Dan Quayle went to Washington in 1981, we had a trade surplus of $7 billion. Last year, we had a trade deficit of $154 billion," he stressed.

Bush took sharp exception to a Dukakis speech critical of increased foreign ownership of U.S. businesses, banks and farmland. He accused Dukakis of fostering a "fear of foreigners."

In Levittown, N.Y., the model for affordable housing for a generation of World War II veterans, Dukakis unveiled a package of innovative proposals to again make it possible for middle-income families to own their homes.

Housing plan

It includes eased requirements for FHA mortgages, authorization for tax-deferred Individual Retirement Account savings to be used for down payments on homes, and a "partnership fund" of federal, state and private financing similar to a Massachusetts program developed in cooperation with building trades unions.

It's another area, he said, where Bush has "no program . . . no new ideas." New York Gov. Mario Cuomo campaigned with Dukakis at Levittown. So did John F. Kennedy Jr., his presence a telling reminder of the effrontery of Bush's running mate in comparing himself to America's martyred president.

Both Bush and Quayle continued to use their campaign appearances for Dukakis-bashing personal attacks aimed at reinforcing the thrust of the GOP's negative television advertising.

Bush continued to duck the national press trying to cover his campaign, combining daily photo opportunities with set speeches. At one point, reporters resorted to bullhorns to amplify their shouted questions. It drew a smile from Bush, but no reply.

Quayle, who has been kept a 10-foot pole length away from the Bush campaign and has been privately deplored by Republican campaign aides as a disaster, broke loose from his political "handlers" and told reporters that he was now his own man and he was "tired of all that bad publicity."

Meanwhile, Bentsen is in hot demand for campaign appearances as the afterglow of the Bentsen-Quayle debate continued to warm Democratic hopes and chill Republicans.

Perhaps the most elaborate measurement of the debate impact was conducted by the newspaper USA Today, which arranged for 100 randomly-selected persons in Omaha, Neb., to register their immediate positive and negative reactions to each statement by Bentsen and Quayle.

The resulting graph showed Bentsen the easy winner of the "debate meter" contest. But most striking was the before-and-after reaction to the presidential ticket.

Debate results

Before the debate, 46 percent said they leaned to the Bush-Quayle ticket, 39 percent to Dukakis-Bentsen, and 15 percent described themselves as neutral.

After the debate, 45 percent said they now favored Dukakis-Bentsen, only 34 percent stayed with Bush-Quayle and 21 percent were neutral.

Don't look

As Republican presidential candidate George Bush was denouncing Michael Dukakis as a "protectionist," reporters noted that the labels had been cut off of the baseball caps the Bush campaign was distributing as souvenirs.

The mystery was solved when someone noticed that the boxes the hats came in were stamped, "Made in Taiwan."

PED quarterly meeting hears pollster Lou Harris via satellite.

Pollster tells PED union voter turnout vital

The presidential race between Michael Dukakis and George Bush is "too close to call," but union members can make the difference by casting their ballots on Election Day, pollster Lou Harris told the AFL-CIO Public Employee Dept.

In a half-hour presentation via satellite to the PED quarterly board meeting, Harris released the hours-old results of the first substantive poll taken following the vice presidential debate between Democrat Lloyd Bentsen and Republican Dan Quayle.

The Harris survey of 1,999 voters showed the Bush-Quayle ticket with a 50-48 lead over Dukakis-Bentsen with 2 percent undecided. The survey has a 2-percent margin of error.

Asked their preference of a Democratic president over a Republican one, the surveyed voters leaned to the Democrats 48-46. Bentsen ran over Quayle 66-33 when the voters were asked their vice presidential preference.

The AFL-CIO Labor Institute of Public Affairs provided the satellite hookup that delivered Harris to the meeting on a large television screen at federation headquarters. PED participants were connected by telephone to Harris so that he could field questions from the audience. LIPA also produced videotapes which are available.

Harris said Dukakis leads Bush in the Northeast and Midwest, while Bush has a slight edge in the South and West. When looking at the 11 states with the largest electoral votes, Dukakis held a 2 point lead over Bush. When looking at the eight largest states outside the South, that margin grew to 4 percent, Harris said.

Gender gap

Dukakis has a 9-point margin over Bush among women voters, while Bush has a 10-percent lead among men. The liberal vote ran heavily to Dukakis, while conservatives back Bush, Harris said. But for the 46 percent of voters considered moderates, Dukakis maintained a 9-point lead over Bush.

A key question, Harris told the PED meeting, was "do you feel that the candidate has the personality and leadership qualities a president should have?" To that question, 59 percent of those polled said Dukakis does and 62 percent agreed Bentsen does. Bush drew 58 percent on that question, but only 31 percent felt Quayle does. That means two-thirds of the voters will hesitate to vote for the Bush because Quayle is on his ticket, Harris said.

The labor vote is running 56-37 for Dukakis, Harris said the survey showed. He said unions should concentrate on getting out those voters solidly behind Dukakis, the labor-endorsed candidate.

The PED meeting also heard Robert Friedman, president of the Corporation for Economic Development, explain how the federal government's role in economic development must be reshaped under the next Administration.

Robert McIntyre, director of Citizens for Tax Justice, explained to the meeting how the 1986 tax reforms have helped add major corporations, such as General Electric and General Dynamics, to the taxpayer rolls. He also addressed the politics of taxes and how the candidates are addressing the issue.

Do-nothing policy opens U.S. gates to import ravage

Continued from Page 1

he said. The unchecked trade gap also means that the United States is continuing to accumulate foreign debt at an unprecedented rate, requiring greater U.S. borrowing from foreign sources to finance the deficit, he noted.

Imports of manufactured goods were up from $29.2 billion in the previous month, while exports topped just $18 billion, the Commerce report said.

Imports of manufactured goods for the January-August period soared to $236 billion, well above the $211 billion record pace in the 1987 eight-month period.

Manufacturing exports, while higher than the January-August period last year, lagged behind import levels and posted $139 billion in the January-August period this year, compared to $110 billion in the year ago period.

Democratic presidential candidate Michael Dukakis declared that the skyrocketing trade deficit of the Reagan-Bush years that have cost millions of American jobs represents one of the greatest disasters of the Reagan Administration.

Trade program

While Bush has tried to ignore the seriousness of the trade shortfall, Dukakis has outlined a 10-point plan that makes trade policy a presidential priority and works to restore fairness and competitiveness with America's trading partners.

For the first eight months of the year, the trade gap is running at an annual rate of $138.2 billion, down somewhat from the record $170 billion trade shortfall suffered last year.

Even so, the shortfall is taking a heavy fall in jobs. Government economists estimate that for each $1 billion in trade deficit 25,000 American jobs are wiped out.

The trade shortfall with Japan also expanded in August to $4.8 billion, up from $4.4 billion the previous month.

Paper strike called off but IP boycott stays

Nashville, Tenn.—The Paperworkers ended strikes at three International Paper Co. mills by 2,300 workers, but a boycott of the company's products is continuing.

At a meeting of local union presidents, the UPIU called off the 16-month walkout at mills in Jay, Maine, Lock Haven, Pa., and DePere, Wis. Other than offering to return to work, "nothing has changed," said Robert Frase, assistant to UPIU President Wayne E. Glenn.

"The decision was reached by the affected sites to protect the jobs of the UPIU members involved in response to the policy of the National Labor Relations Board on permanent replacements," the union said.

Unaffected are 1,200 members in Mobile, Ala., locked out in March 1987.

NFL owners flagged on pension fund

Baltimore—A federal judge ordered the National Football League management to put in escrow with the court more than $22.5 million it owes to the players' pension fund.

District Judge Herbert F. Murray acted to protect the player-beneficiaries of the NFL Players Retirement Plan. The order came from a request by the National Football League Players Association trustees.

Last summer, Murray held that the league's failure to pay $17.8 million in pension contributions to the retirement plan breached the 1982 contract between the NFLPA and the league. He held the management council and its 28 clubs liable also for double interest and attorneys' fees payable to the fund.

At issue is a clause in the 1982 league agreement that requires pension contributions to be made if they were tax-deductible. The union says the contributions are required if they were tax-deductible the year the money was due or in subsequent years. NFL management, which sued the union in the matter, holds that the payments were not required unless the contributions were fully tax-deductible in the year the money was due. The judge has not issued a final ruling in the suit.

League liability

The NFLPA said the league continues to be liable for double interest on the original $17.8 million debt at the rate of nearly $223,000 a month until the amount is completely paid into the fund. NFLPA Executive Director Gene Upshaw said the ruling is a partial victory for the union.

"We've been saying for the last year that the clubs will have to pay more than $100 million in damages as a result of their unlawful actions in 1987 and beyond." he pointed out.

Upshaw was referring to the union's antitrust suit against the league, which was filed Oct. 15, 1987, in Minneapolis following a 24-day strike.

The suit charges the NFL with violating federal antitrust laws through its free agency system, college draft program and use of a standard player contract in the absence of a collective bargaining agreement.

The previous five-year accord expired on Aug. 31, 1987.

Proposed EPA pesticide rules scorn farm workers

By Arlee C. Green

Thousands of farm workers have been poisoned by pesticides, yet the Environmental Protection Agency hasn't updated its regulations since 1974.

That's why the labor-backed Occupational Health Legal Rights Foundation wants stronger pesticide regulations. It charged that proposed EPA rules ''reek of favoritism toward agricultural growers and cynicism toward protecting safety and health and insensitivity toward farm workers.''

Foundation President Howard Samuel, head of the AFL-CIO Industrial Union Dept., observed that ''the EPA has devoted maximum effort to writing regulations that provide minimum protections for farm workers. The proposed regulations are more loophole than law.''

Glaring exemptions and the EPA's refusal to conduct compliance inspections of small operations could exclude more than two thirds of all farm workers from its protections, Samuel said.

Special interest influence

Foundation Administrator Don Elisburg, a former assistant secretary of labor, said the weak regulations are the result of ''the excessive influence of special interests.'' The foundation recommended more than two dozen changes to plug the loopholes.

Information required in the way of warnings, training and disclosure of pesticide hazards is inadequate, Elisburg said.

He said field spraying signs should be in English and Spanish to reflect the composition of the agricultural workforce. The 16 paragraphs of information on spraying, required to be given to farm workers, is ''in the same linguistic complexity range as Faulkner or Dostoevski.'' EPA should require tapes and public advertisements to assure understanding of toxic hazards by farm workers, he added.

The foundation urged ''whistleblower'' protections including backpay and damages for workers fired for questioning pesticide practices, posting of information on the symptoms of illnesses from particular pesticides, and coverage for the families of farm owners, commercial lawn workers, pesticide research employees and bulk storage facility workers.

Other shortcomings include the failure to require adequate protection from heat prostration, and lack of requirements for showers to wash off pesticides.

Decline in factory jobs adds to economic fears

Despite dip in unemployment rate

Employment in good-paying factory jobs fell for the second consecutive month in September, raising concerns of an economic slowdown despite a two-tenths of 1 percent dip in the September jobless rate to 5.4 percent. The employment rise was chiefly in government and health service jobs, the Labor Dept. reported.

AFL-CIO economist Mark Anderson said the two-month drop in manufacturing employment could be a sign that ''export-led manufacturing growth may be bumping up against capacity,'' without the enforcement of trade policies to open more foreign markets to U.S. products.

More investment is needed in domestic production, Anderson added, noting that over the past eight years, millions of manufacturing jobs have been lost and millions more are threatened by the enormous deficit.

Nearly 6.6 million workers were counted as unemployed in September. Some 5.1 million more were working part time but seeking full-time jobs, and 930,000 discouraged workers had given up their job search.

But just 27 percent of the jobless received unemployment compensation benefits in September, AFL-CIO benefits specialist James Ellenberger pointed out. And the picture for the long-term jobless—those unemployed more than 26 weeks—was even grimmer as no state qualified for extended benefits, leaving 807,000 workers without any type of assistance, he said.

Factory jobs declined by 18,000 in September, following an August loss of 19,000. In the service sector, government jobs grew by 115,000, primarily in state and local education positions.

Job losses

The Reagan Administration's veto of the textile, apparel and shoe import bill places 2 million more apparel and textile jobs in jeopardy, said Presidents Jay Mazur of the Ladies' Garment Workers and Jack Sheinkman of the Clothing & Textile Workers. A footwear industry association added that the bill was needed to save the 140,000 shoe jobs in the United States, jobs now threatened.

Workers in that industry have been hard hit, with imports accounting for 82 percent of shoes to be sold in the United States.

In the Labor Dept.'s survey of states, Michigan and Texas had jobless levels above 7 percent in September, while unemployment in Pennsylvania climbed nine-tenths of 1 percent to 5.4 percent.

Campaign hot line

The first of the election strategy conference calls from AFL-CIO President Lane Kirkland's office set up a telephone link to central bodies in six states.

On the network were Chicago and Springfield, Ill.; Detroit and Lansing, Mich.; Jersey City and Trenton, N.J.; Cleveland, Cincinnati and Columbus, Ohio; Pittsburgh, Philadelphia and Harrisburg, Pa.; New Castle, Del., and the assorted locations where campaign assignments had taken AFL-CIO regional, COPE and Volunteers in Politics directors.

Kirkland and a staff team that included COPE Director John Perkins and Organization & Field Services Director Richard Wilson were doing some talking, but mostly listening.

The people on the other end of the phone connections were the field commanders of the AFL-CIO's political effort. The states from which they were calling are among those that can determine the outcome of the presidential election. An hour later, the linkup was with a group of vote-rich western states. A later call was to seven southern and southwestern states.

The talk was of phone banks staffed by union volunteers, and of voter registration numbers. It dealt with the nuts-and-bolts of politics, and with the job still to be done. There was an optimism that the majorities for Democratic presidential candidate Michael Dukakis among union members will be bolstered as the still large number of undecided workers take a stand. And there was a determination to make it happen.

Electric Boat accord ratified to end Metal Trades strike

Groton, Conn.—Workers at General Dynamics Corp.'s Electric Boat division ratified a 46-month agreement, ending a 15-week strike. The settlement was approved by a 3,752-1,822 vote.

President Joseph Messier of the New London Metal Trades Council said union negotiators spurned management demands for 15 separate proposals that would have reclassified crafts, eliminated premium jobs, and allowed salaried workers to perform bargaining unit jobs. Electric Boat finally dropped those demands after union negotiators walked out of the bargaining sessions in Washington, D.C., Messier said.

The company also agreed to drop a challenge to the strike's legality.

The settlement provides a ratification bonus of $1,000 after 10 days back on the job, with a second lump sum bonus—5 percent of a year's pay—payable one week later. A 4 percent bonus will be paid Dec. 22, 1989 and a 3 percent wage increase will take effect Apr. 1, 1991. The final lump sum bonus of $600 will be paid on Dec. 20, 1991.

Other contract improvements include increased pension and dental benefits, restored pension and work time credits for active workers, and expanded coverage for company contributions to the stock savings and investment plan.

Workers at Electric Boat walked off the job July 1 after rejecting management's demand for a three-year wage freeze. The company tried to hire strikebreakers, conducting a nationwide search for scabs, but few turned up to cross picketlines. Electric Boat then subcontracted work to nonunion operations in Rhode Island and South Carolina.

Unions represented on the MTC are the Boilermakers, Carpenters, Electrical Workers, Laborers, Machinists, Molders, Office & Professional Employees, Painters, Plumbers & Pipefitters and Teamsters.

Frank Emig dead at 62, community services chief

Frank Emig, director of the AFL-CIO Dept. of Community Services, died of cancer Oct. 7 at George Washington University Hospital. He was 62.

Emig served the federation for 25 years, joining the community services staff in 1963. From 1965 to 1985, in the Dept. of Organization & Field Services, he headed the AFL-CIO's effort to combat the spread of ''right-to-work'' laws. His legislative knowledge and strategy helped defeat attempts to outlaw the union shop in state legislatures and voter referendums alike. Only Louisiana adopted an anti-collective bargaining measure during Emig's watch.

As director of community services since 1985, Emig led a nationwide network of labor representatives in 188 cities. In addition to directing disaster relief, food bank and housing projects and other voluntary programs, Emig helped create model programs under union contracts to help workers overcome drug and alcohol problems, and to assist victims of AIDS.

He also directed the very successful nationwide blood donor drives initiated by the labor movement in 1986—in conjunction with the American Red Cross—to combat severe blood shortages in January and August. The August 1988 drive resulted in 143,000 additional pints of blood donated by union members.

Frank Emig

In 1980, at the age of 54, Emig received a bachelor of arts degree from Antioch University.

He also served on the governing boards of CARE and the USO.

In a letter to his wife Rose, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue praised Emig's commitment ''to doing all that he could to help other working people make a good and decent life for their families.

Emig was a native of New Orleans and became a member of the Electrical Workers in 1946. While serving as assistant business manager with his IBEW local, he worked as a labor representative with the Red Cross. He continued his community services work when he joined the federation in 1963 in New York.

Survivors include four children and his brother, Mike, who is the IBEW's legislative director.

Funeral services were held Oct. 12 at St. Andrew Apostle Church in Silver, Spring, Md.

Roofers approve dues rise to spur organizing efforts

Las Vegas, Nev.—The Roofers voted to increase the per capita tax by $3 a month and re-elected officers to five-year terms.

The per capita rate will increase to $12.75, effective next July 1.

President Earl Kruse, Sec.-Treas. Kinsey M. Robinson and nine incumbent vice presidents were re-elected to five year terms. In a contest for the fourth vice president position, George Neuman defeated fifth vice president John J. Critchley. Douglas Zielger was elected tenth vice president.

In his convention address, Kruse stressed the challenge faced by the union to organize new members, and reported on jurisdictional issues in the asbestos roof removal area. He also reviewed a new program enabling local union business managers to take courses at the George Meany Center for Labor Studies.

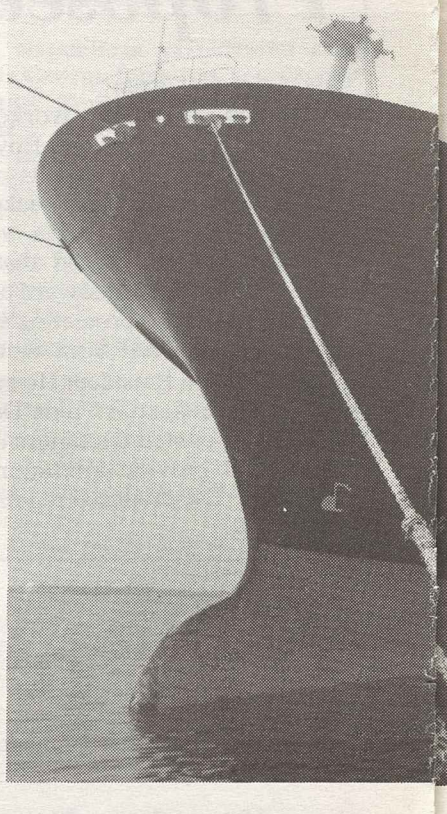
The 350 delegates reviewed a new videotape, ''Roofers Union, Yes,'' that will be used in organizing and education efforts with journeymen and apprentices, and with contractor groups to promote union craftsmanship, Kruse said.

Delegates called for the establishment of a joint commission with the contractor's association to promote increased job safety and pressed for agreements with material manufacturers and contractor associations to limit total weight in new materials and equipment.

The convention also called on Congress to raise the threshold of the Labor-Management Reporting & Disclosure Act for local unions to report their activities from $100,000 to $200,000.

Speakers included President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept., Rep. William Clay (D-Mo.), BCTD Sec.-Treas. Joseph Maloney and Prof. William Adelman of the University of Illinois at Urbana-Champaign.

Dukakis Plan for America's Resurgence In World Trade

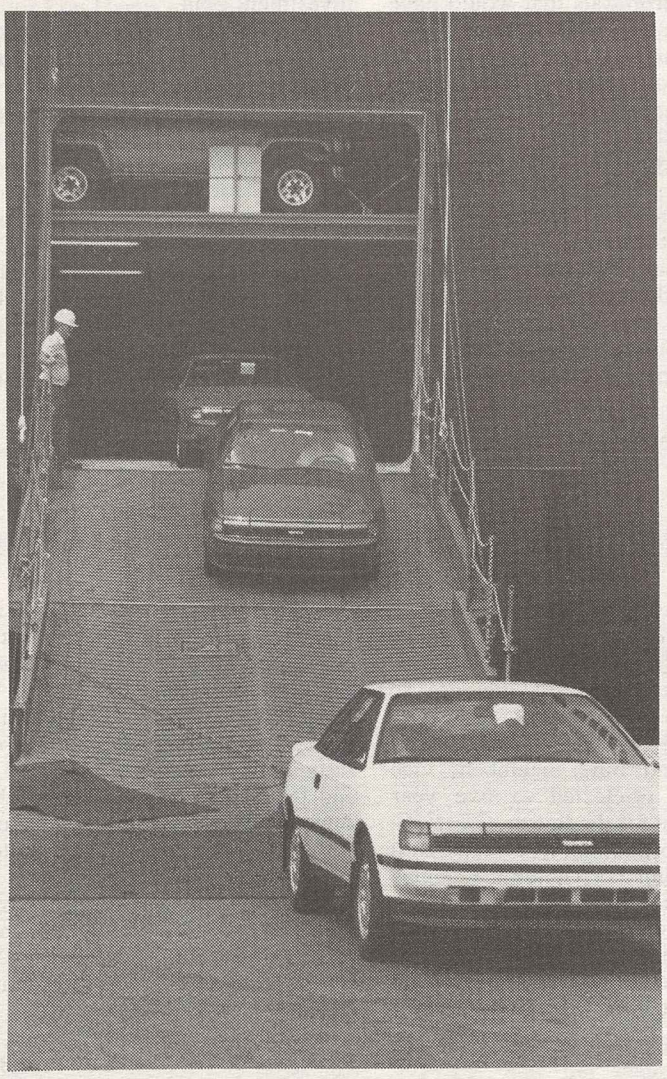


Ten Strategic Principles for Strong Trade Policy

In campaign speeches to worker and business groups alike, Democratic presidential candidate Michael Dukakis pledged a sharp turn in America's trade policy after the disastrous job losses and trade deficits of the Reagan-Bush Administration.

Republican candidate George Bush offered no plan of his own, but attacked Dukakis as a "protectionist" and hostile to foreign corporations that have ripped apart U.S. markets with a flood of imports.

Dukakis spelled out his views and intentions in the following paper, listing "strategic principles for a strong trade policy."



A new shipment of Toyotas rolls in.

1 *Trade will be a presidential priority, and the President will stand up to the world for American workers and businesses.*

Trade policy is a presidential responsibilty, because America's success in the world economy affects the prosperity of all Americans. After seven years of presidential and vice presidential neglect, and the highest trade deficit in U.S. history, we need new leadership at the top committed to a strong trade policy.

For seven years, the Reagan-Bush Administration allowed foreign competitors to batter U.S. industries. They ignored the unfair practices of our trade rivals. Their reckless fiscal policies drove up the value of the dollar, pricing our exports out of foreign markets and flooding America with cheap imports. And this year, they fought legislation to require presidential action.

Mike Dukakis will use the full powers of the presidency to restore America's preeminence in world trade.

2 *Fair trade is a two-way street, and America's market will be open to those who open their markets to us.*

Every other trading nation knows that the U.S. market is the largest and the richest in the world. In the Dukakis-Bentsen Administration, nations that allow U.S. businesses to sell in their markets, freely and fairly, will have the privilege of selling in our markets. Reciprocity is not only fair play. It is also America's most powerful tool for securing free and open access in world trade.

The Reagan-Bush Administration has refused to use this tool. German and Japanese companies flood the United States with their telecommunications products—but our own manufacturers are locked out of much of their markets. Korea and Brazil flood the United States with textile products—but keep our producers at bay through restrictive import licenses. Mike Dukakis will make reciprocity a cornerstone of trade policy.

3 *We will give limited import relief to American industries battered by foreign competition, if they use the time to retool and retrain and become competitive.*

The Dukakis-Bentsen Administration will provide breathing space—limited import relief—to American industries battered by foreign imports, while they invest and modernize to become competitive. Competitiveness involves teamwork, and corporations that get import relief have a responsibility, to their workers and their country, to use the time to invest in their workers and in new plant and equipment.

4 *U.S. trade officials will publicly disclose any past ties to foreign corporations and governments and, once they leave office, will not lobby my administration on behalf of foreign interests.*

The Dukakis-Bentsen Administration will set high standards for those who carry out the nation's trade policy. For seven years, the Reagan-Bush Administration has been a training ground for lobbyists for foreign interests.

Today, the inner circle of the Bush-Quayle campaign includes prominent lobbyists for foreign firms and industries.

The Dukakis-Bentsen Administration will require that every trade official publicly disclose past connections to any foreign firm or government. And trade officials from the Dukakis-Bentsen Administration, once they leave office, will be prohibited from lobbying the Administration.

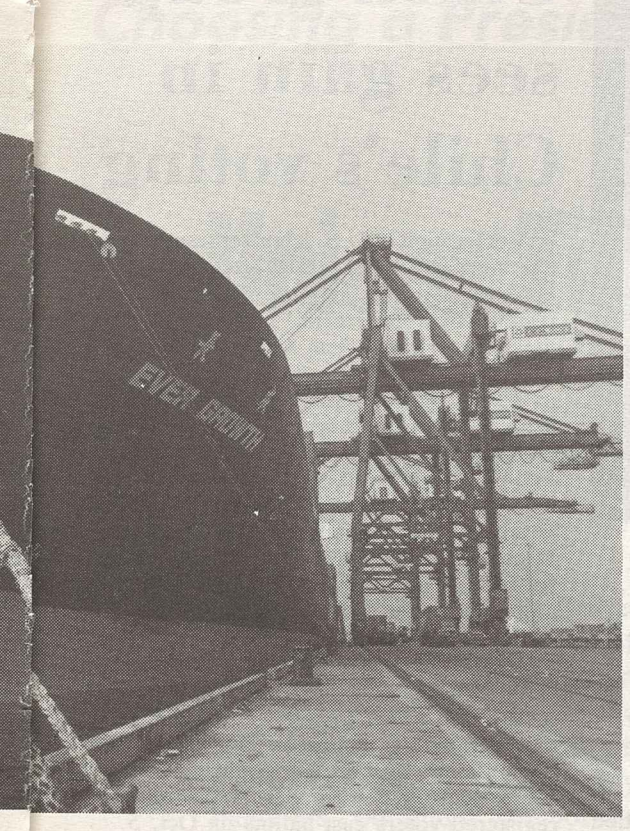
5 *We will attack the root causes of trade problems by targeting all foreign barriers to American exports.*

The Dukakis-Bentsen Administration will negotiate to eliminate all unfair foreign barriers to U.S. imports. Formal tariffs and quotas remain important. But a foreign nation may end quotas and tariffs and still use other barriers to unfairly protect its market from U.S. exports.

Closed distribution systems in Japan, economic policies that discourage domestic growth and imports, and the undervalued currencies of Taiwan and Korea, are examples of informal barriers which will be addressed by the Dukakis-Bentsen Administration.

6 *We will move quickly, before unfair trade practices drive American industries out of business.*

The Dukakis-Bentsen Administration will move quickly to eliminate foreign unfair trade practices,



before they can seriously harm U.S. industries.

For example, American television manufacturers filed 20 unfair trade complaints during the 1960s and 1970s alleging dumping, antitrust violation, and fraud. While the cases dragged on, almost all U.S. manufacturers left the business. Moreover, as a result, U.S. companies are now at a serious disadvantage in developing the next generation of television sets, high-definiton TVs.

The Reagan-Bush Administration reached an agreement in 1986 to halt Japan's dumping of semiconductors—but not before all but two U.S. firms had given up producing DRAMS, the basic computer memory chip. The Dukakis-Bentsen Administration will not allow predatory pricing and other unfair trade practices to undercut Amerian competitiveness in the world.

7 *We will look ahead and confront trade problems before they become major conflicts.*

The Dukakis-Bentsen Administration will address potential trade problems while they are still relatively simple to reslove. For example, the European Community plans extensive economic integration by 1992—presenting the United States with potential problems as well as opportunities.

The unified Europe could offer an enormous new market for U.S. telecommunications and other firms. But if a unified Europe closes its doors to cheap Asian imports, those imports could be dumped into our market.

The Dukakis-Bentsen Administration will move quickly to ensure that changes in the economic policies of our trading partners work to the advantage of U.S. businesses and workers.

8 *We will measure our success by the results, not by the number of agreements we sign.*

The Dukakis-Bentsen Administration will measure the success or failure of trade negotiations by their effect on U.S. exports. Too often, the Reagan-Bush Administration has reached agreements that had little or no impact on the underlying trade problems.

For example, U.S.-Japanese talks on auto parts produced an agreement to monitor future trade. levels, but not to change them. America's trade deficit with Japan tripled while the Reagan-Bush Administration conducted more than 400 trade negotiations with the Japanese. The Dukakis-Bentsen Administration will make sure that trade talks yield results.

9 *We will take action when foreign competitors ignore our legitimate claims and negotiations fail to produce results.*

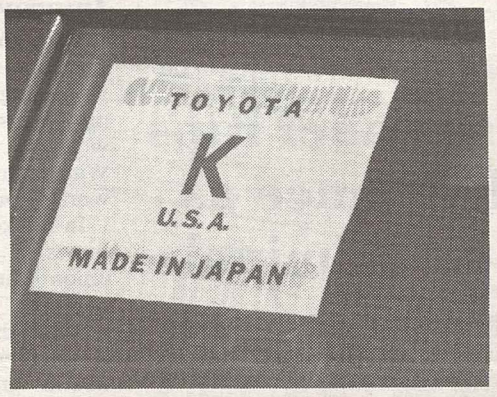
If negotiations fail to produce results, the Dukakis-Bentsen Administration will not hesitate to take action against countries that dump their goods or close their markets, by whatever means.

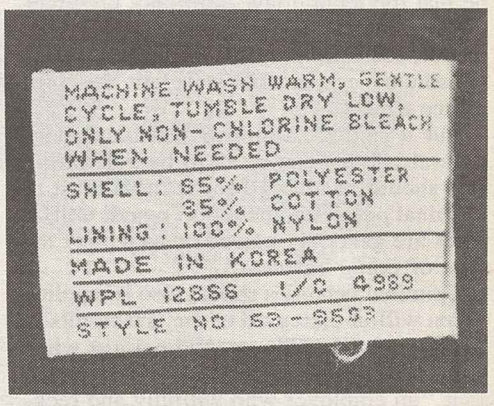
10 *We will have the right economic programs at home to make America competitive throughout the world.*

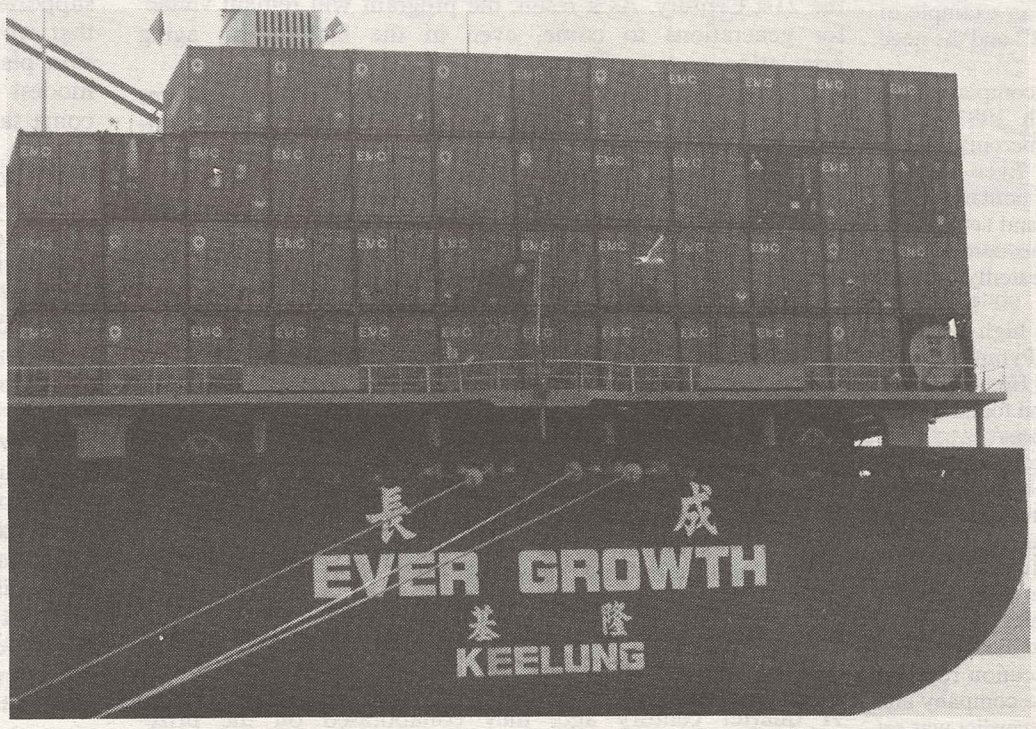
The Dukakis-Bentsen Administration will attack trade problems at home as well as abroad, through policies to make American business and workers more competitive.

We will reduce the budget deficit and end America's dependence on foreign capital. We will invest in education and job training, to make American workers the most productive in the world. We will invest in applied research and development, to restore America's technological leadership.

With responsible fiscal policies, key investments in schools, skills and technology, and leadership at the top, Mike Dukakis and Lloyd Bentsen will make America Number one in the world.







Tons of containerized imports from Asia.

GCIU President James J. Norton tells delegates of challenges facing the union.

Graphic trades approve dues proposal

GCIU delegates combine strike funds as merger firms

Miami Beach, Fla.—The Graphic Communications Union approved a dues increase with a new per capita tax formula at its second quadrennial convention.

The new structure, effective next Jan. 1, starts with a base of $3.30 a month for workers earning up to $300 a week. For each $200 a week above that amount, the monthly dues will increase by $1. Under the new formula, the dues will increase for most GCIU members, but be reduced for some at the lower end of the wage scale.

The 649 delegates voted to merge the union's two defense funds, which had provided members varying strike benefits based on pre-merger membership in either the Graphic Arts Union or the Printing & Graphic Communications Union. The funds will be merged next July 1, with benefits equalized for all members.

The new fund will be "seeded" with $6 million from each former defense fund, leaving a $7 million surplus in the IPGCU fund to be returned to participating locals.

Improved service

The convention, citing an improvement in service to the members, voted to change the governing body by requiring all GCIU vice presidents, except the Canadian officer, to work out of the union's headquarters in Washington. Some IPGCU officers had worked out of their homes.

In his keynote address, GCIU President James J. Norton stressed that while the union's first convention was to "celebrate merger . . . this convention must be to work at the business of merger." He said the challenges facing the members include health and safety threats from toxic chemicals, employer pressures for givebacks and technological change.

Norton scored the Reagan Administration's National Labor Relations Board for doling out "shocking interpretations" of the law. He pointed out that the law hadn't changed, just the board's makeup and "that impact was sufficient to misuse the law contrary to its intended purpose—the protection of working men and women."

AFL-CIO Sec.-Treas. Thomas R. Donahue said the mergers that created GCIU represent "one of the great achievements of a trade union movement modernizing to advance the interests of the workers it represents." The GCIU was formed by mergers of former lithographers, photoengravers, bookbinders, stereotypers and pressmen's unions.

Donahue pledged the federation's "unstinting support" in the fight to regain the job protections that were lost when the Manufacturing Clause of the U.S. Copyright Act expired two years ago. The impact, he noted, is that "last year the United States ran a trade deficit in printed materials for the first time since World War I."

Drop in buying power

He stressed to the delegates that all workers have seen their power diminish by 7.7 percent since 1980 and urged GCIU members to help turn out the vote on election day for the Michael Dukakis and Lloyd Bentsen tickets.

In other action, the convention established a southern region, effective in 1992, with representation on the General Board. The region will consist of the states of Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee and Texas.

Union group sees gain in Chile's voting

A delegation of U.S. labor representatives has returned from Chile after acting as observers in the national plebiscite that resulted in a 55 percent "no" vote against the dictatorship of Gen. Augusto Pinochet.

The 45-member American delegation, led by AFL-CIO International Affairs Director Tom Kahn and Executive Director William Doherty of the American Institute for Free Labor Development, was asked by two national labor federations—the Unified Workers Confederation, CUT, and the Democratic Workers Central, CDT, and the national teachers union—to come to Chile and observe the voting process.

"The plebiscite is only the first step toward the restoration of democracy in Chile," Kahn said, "but no one who observed the Chilean people waiting hours on long voting lines can doubt their passionate commitment to the democratic process." More than 90 percent of the 7.4 million registered voters cast ballots on Oct. 5.

After a briefing by Chilean labor federation officials, the American unionists and their counterparts from Chilean unions were assigned to monitor polling places in 15 cities.

Full access

The labor delegation had full access to the voting areas, Kahn reported. In fact, Maria Portalatin, a vice president of the Teachers, was keeping count of the ballots in Santiago when election officials lost track of the official total, asked for her figures, and accepted those as the official tally.

Despite rumors, "there was enormous calm on the day of voting, as citizens waited patiently to cast their ballots," said AFT's David Dorn, another member of the delegation. Although there were some isolated incidences of irregularities, the balloting was fair, open and orderly, lasting as late as 9 p.m., and with the citizens waiting patiently for many hours to vote, he said.

The "no" vote means that Pinochet must hold presidential elections by December 1989. He seized power in a military coup in 1973.

The union observers joined with other groups—including bipartisan political delegations from the United States and former heads of state from Europe and Latin America—in monitoring more than 22,000 polling places.

House panel raps OSHA stance as soft on criminals

Continued from Page 1

tance to take a position on the issue of federal pre-emption. OSHA's position should be that the federal law "does not pre-empt the use of historic police powers by the states to prosecute employers" for actions that constitute a crime under state law, the committee said.

But it said the criminal penalties under federal law are too weak to be a deterrent and should be strengthened. In contrast to criminal penalties, the report noted, OSHA fines are generally passed on as part of the cost of doing business.

Criminal penalties should also be applied when willful disregard of the law results in serious injury or illness, and not just when workers die, the committee said. It noted that "an employer who willfully and recklessly exposes workers to mercury poisoning, causing permanent brain damage, is not criminally liable" under federal law unless a worker dies.

Mercury poisoning

The mercury example was amplified in a section of the committee report dealing with workplace safety violations at the Pymm Thermometer plant in Brooklyn, N.Y. The committee cited the case as an example of both OSHA's "dismal record" and the need for a stronger law.

Acting on a worker's complaint, an OSHA inspection in March 1981 found work surfaces covered with mercury and no protective gear for workers. Even the area where workers ate lunch was contaminated. OSHA levied a $1,400 fine and set a deadline of October 1981 for the company to clean up its factory, but repeatedly extended the deadline.

A doctor concerned at the high levels of mercury in the body of a Pymm worker alerted the New York City Health Dept., which tested other workers and found widespread mercury contamination.

In 1986, an OSHA inspector found a hidden cellar operation with pools of mercury on the floor in an unventilated space. One worker was found to have permanent brain damage from the mercury fumes.

OSHA finally assessed fines totaling more than $100,000, most of which have been contested by the company and have not been paid. A state criminal prosecution resulted in a guilty verdict against the company and two of its executives, but the verdict was set aside on the ground that state prsecution was pre-empted by the federal law. An appeal of that ruling is pending.

Critics proved wrong

Social security hale and hearty

The gloom-and-doom prophecies that social security will be unable to meet the needs of future generations of American workers are part of the persistent mythology perpetuated by a far right-wing that hasn't let up in its opposition to this program since its inauguration more than a half-century ago.

But these critics are wrong. The system is in good health. And 1983's fine-tuning of social security has already begun to build up what will be a multi-trillion-dollar reserve for the 21st Century. As a result, the program will remain viable for generations to come, even in the face of an aging population and the potential impact of inflation.

That's the clear and unequivocal message that emerges from this first-rate examination of our reliable and affordable pension program to help assure people of human dignity and economic security in their retirement years.

The program also provides valuable insurance benefits for surviving spouses and dependent children if a worker dies. And it offers economic underpinning for disabled workers and their dependents. It's an economic safety net that protects all generations—something the program's critics fail to mention when they assail social security as a transfer of funds from one generation to another.

Built into social security is the Medicare program that helps prevent economic devastation wrought by health care needs. The authors are candid in conceding Medicare's problems, much of them resulting from runaway inflation in health care costs.

The Bernsteins bring an abundance of first-hand knowledge to their examination of this vital social program. He is an expert on pension programs and was principal consultant to the 1983 National Commission on Social Security Reform. She is an experienced nonprofit agency administrator. A quarter century ago, they collaborated on the prize-winning "The Future of Private Pensions."

Social security was never envisioned as the only form of economic support for the elderly. From its inception, its supporters hoped it would be just one pillar of a program that would incorporate private savings and on-the-job pension plans. But the fact that 65 percent of retirees rely on modest social security benefits as their chief source of income says volumes about the failure of the private sector to address the economic needs of those who are "too old to work but too young to die."

And yet it's the private sector on which critics would rely in fashioning an alternative to social security. They speak glibly of tax-deferred individual savings plans and a whole array of company pension plans, insisting that these schemes would provide greater benefits over the long haul.

Wrong, say the Bernsteins emphatically.

For one thing, none of these plans contains any safeguard against inflation. They would cover far fewer people than are now protected by social security. And the average benefits would be shockingly small.

As to Medicare's inflation-related problems, the authors insist they can be resolved through continued cost-containment efforts.

"Social Security: The System That Works" is good reading, not only by today's younger workers who have been bombarded by the propaganda barrage of opponents of this program, but also by legislators who might otherwise be tempted to tamper with a program that for more than 50 years has been doing the commendable job its founders predicted.

—By Gene Zack

Social Security
The System That Works
By Merton C. Bernstein and Joan Brodshaug Bernstein
Basic Books Inc., New York. 336 pages, $21.95.

Choosing a President

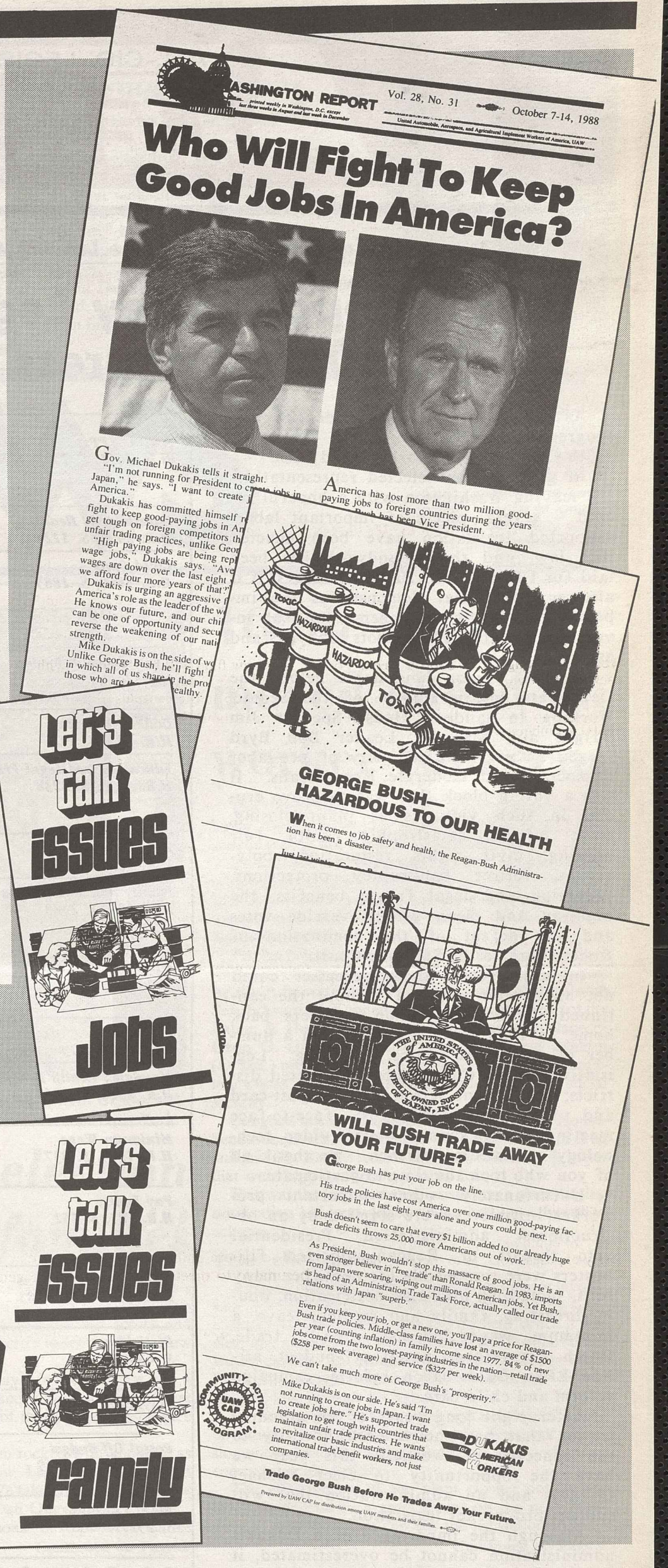
Unions Tie Election To Jobs and Family

Here's a sampling of presidential campaign materials developed by just two of the many AFL-CIO unions that have geared their political messages to the special concerns of the workers they represent.

It's a story of focus groups and shop stewards, of high-tech campaign tools and always of cadres of dedicated members committed to labor's cause.

To the Machinists, 18,900 shop stewards are the key to the IAM's face-to-face political effort. Each of them will be receiving a bulk mailing of the union's Let's Talk Issues pamphlets for distribution during the week of Oct. 24—in plant, if possible, otherwise at entrances, but always with a worker-to-worker followup. Some groups, such as transportation industry workers, will receive pamphlets keyed to specific job concerns.

The Auto Workers have an arsenal of political ammunition, and more on the way. To help identify the issues important to UAW members—and especially to the "Reagan Democrats" the union is trying to bring into the Dukakis camp—representative focus groups were established in several cities. In handbills, publications and letters mailed to the homes of each member, the UAW is responding to its members' concerns.



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AFL-CIO LEGISLATIVE

ALERT!

Congress Returns Home Leaving A Hopeful Record Of Achievement

Status Report--Key Legislative Issues In 1988: The 100th Congress And Labor Priorities

As the November 8 presidential and congressional elections draw near, the 100th Congress is preparing to adjourn.

In general, your elected representatives are leaving Washington with a hopeful record -- several pieces of important labor-supported legislation have been enacted into law, and the groundwork has been laid for future action on union issues. It is also a record that demonstrates the importance of union members' political involvement, both as grassroots lobbyists and as voters.

In 1987, union households helped the Democrats regain control of the Senate. Working in tandem, House Speaker Jim Wright and Majority Leader Bob Byrd forged an effective majority of pro-labor Democrats and moderate Republicans. It was a voting block that was to prove crucial in such victories as plant closing, trade reform, catastrophic health, fair housing, civil rights restoration, polygraphs, retiree bankruptcy protections, education and legal fringe benefits, the highway and clean water override votes and the defeat of the nomination of Robert Bork to the Supreme Court.

In every case, these successes could not have been achieved without the continued involvement union members back home. In 1988, labor activists used a number of grassroots tactics, including: Legislative Action Committees in targeted districts; constituent letter, call-in, post-card and mailgram campaigns; face-to-face meetings with "swing voters"; video technology and media outreach. We thank all of you who took the time to participate.

Unfortunately, other important pro-worker initiatives were stymied by an obstructionist administration. Presidential veto threats or Reagan-supported filibusters were responsible for derailing many bills, including: high-risk notification, double-breasting, family and medical leave, a minimum wage increase, textile trade, Hatch Act reform, postal off-budget, airline LPPs, Davis-Bacon reform, campaign reform and child care.

After eight long years of an administration that has shown such hostility to the concerns of workers, this year we have the opportunity to elect Michael Dukakis and an administration that will support pro-worker legislation.

Although the importance of a Dukakis administration cannot be overestimated, it is important to remember that all 435 seats in the House of Representatives and 33 seats in the U.S. Senate will also be decided on November 8.

The status table (*at right*) gives a rundown of what happened during 1988 to some of the bills which are important to union members. The last issue of the *Legislative Alert* newsletter will contain a more comprehensive record of congressional action during 1987 and 1988, and the October 29 issue of the *AFL-CIO News* will contain the final 1988 Voting Record for the 100th Congress. These tools are being provided to help in making your Election Day decisions.

On November 8, say yes to a successful 101st Congress -- vote!

Airline LPPs ***H.R. 3051, S. 1485; H.R. 4794***	Last year, airline LPPs passed both chambers as part of airline consumer legislation (H.R. 3051, S. 1485); but the conference deadlocked on an unrelated issue. The House also added airline LPP provisions to H.R. 4794, the DOT Appropriations bill, but they were removed during conference.
Catastrophic Health ***H.R. 2470, S. 1127***	Conference report passed the House on 6/2/88 and the Senate on 6/8/88. The legislation was signed by President Reagan and is Public Law 100-360.
Child Care ***H.R. 3660, S. 1885***	H.R. 3660, the labor-supported ABC bill, was approved by the House Education & Labor Committee on 8/10/88. S. 1885 was approved by the Senate Labor & Human Resources Committee on 7/27/88; its provisions were added to S. 2488, the family leave bill. The Senate failed to end a filibuster on S. 2488 and the bill was withdrawn on 10/7/88.
Davis-Bacon Reform ***H.R. 2216***	Labor-supported H.R. 2216 was attached to the Defense Authorization bill (H.R. 4264), but was dropped in conference. Neither the House nor the Senate is expected to act on any Davis-Bacon changes before the end of this session.
Double Breasting ***H.R. 281, S. 492***	H.R. 281 passed the House on 6/17/87; S. 492 was approved by the Labor & Human Resources Committee on 12/9/87. No further action has been scheduled.
Education and Legal Fringe Benefits ***H.R. 4333, S. 2238***	Reduced education benefits were incorporated into H.R. 4333, the tax technical corrections bill, which passed the House on 8/4/88. The Senate passed its own tax bill, S. 2238, on 10/11/88. It includes 1-year extensions of both modified education and modified legal benefits. The bills are now in conference.
Fair Housing ***H.R. 1158, S. 558***	Fair Housing bills passed the House on 6/29/88 and the Senate on 8/2/88. The legislation was signed by the President and is now Public Law 100-430.
Family and Medical Leave ***H.R. 925, S. 2488***	H.R. 925 was reported by the House Education & Labor Committee on 11/17/87, and by the Post Office & Civil Service Committee on 2/3/88; the Senate Labor & Human Resources Committee approved S. 2488 on 7/14/88; the bill, including a child care amendment, was withdrawn on 10/7/88 after it was filibustered.
Hatch Act Reform ***H.R. 3400***	H.R. 3400 passed the House on 11/17/87, and was approved by the Senate Governmental Affairs Committee on 5/19/88. An effort in the Senate to add it as an amendment to the D.C. Appropriations bill failed.
High-Risk ***H.R. 162, S. 79***	H.R. 162 passed the House on 10/15/87; the Senate failed to end a filibuster of S. 79 on 3/29/88, and the bill was withdrawn.
Mandated Health Benefits ***H.R. 2508, S. 1265***	Hearings have been held by the House Education & Labor Committee; S. 1265 was reported out of the Senate Labor & Human Resources Committee on 2/17/88. No further action was taken.
Minimum Wage ***H.R. 1834, S. 837***	H.R. 1834 was approved by the House Education & Labor Committee on 3/16/88; S. 837 was approved by the Senate Labor & Human Resources Committee on 6/29/88. The Senate failed to end a filibuster on 9/26/88, and the bill was withdrawn.
Pay Equity ***H.R. 387, S. 552***	The House passed H.R. 387 on 9/29/88. S. 552 was approved by the Senate Governmental Affairs Committee on 11/18/87; introduced as an amendment to the tax technical corrections bill on 10/7/88, it survived a motion to table, but was later withdrawn by its cosponsors.
Pension Terminations ***H.R. 4111, H.R. 4783***	H.R. 4111 was referred to the House Education & Labor Committee. A similar provision was added in the Senate committee to H.R. 4783, the Labor-HHS Appropriations bill, but on 7/26/88 the provision was dropped from the bill.
Pesticides ***S. 659***	Labor-supported amendments to extend the Federal Insecticide, Fungicide and Rodenticide Act (FIFRA) passed the House on 9/20/88 and the Senate on 9/28/88. The President is expected to sign the legislation into law.
Polygraph Testing ***H.R. 1212, S. 1904***	H.R. 1212 passed the House on 11/4/87; S. 1904 passed the Senate on 3/3/88. The legislation was signed by the President and is Public Law 100-347.
Postal Off-Budget ***H.R. 4150, S. 2449***	H.R. 4150 passed the House by an overwhelming vote on 6/21/88. S. 2449 was brought to the Senate floor on 10/12/88, but no votes were ever held. Further action is unlikely.
Plant Closings ***S. 2527***	The new free-standing plant closing bill was passed by the House on 7/13/88 and by the Senate on 7/6/88. Despite a second veto threat, the President let the bill become Public Law 100-379 without his signature.
Retiree Bankruptcy Protections ***H.R. 2969, S. 548***	Identical versions of the legislation were passed a second time by both chambers, on 5/23/88 in the House and on 5/26/88 in the Senate. The President signed the bill and it is Public Law 100-334.
South African Sanctions ***H.R. 1580, S. 2756***	On 8/11/88 the House passed H.R. 1580, a bill to impose comprehensive economic sanctions against the apartheid South African government. S. 2756, the Senate version, was approved by the Foreign Affairs Committee on 9/14/88. No further action is expected.
Trade (Canada) ***H.R. 5090, S. 2651***	This AFL-CIO-opposed legislation was passed by the House on 8/9/88 and by the Senate on 9/19/88. It is now Public Law 100-449.
Trade (Omnibus) ***H.R. 4848, S. 2558***	The second omnibus trade bill, identical to H.R. 3 except for the ommission of the plant closing notification and Alaska oil provisions, passed the House on 7/13/88 and the Senate on 8/3/88. It is now Public Law 100-418.
Trade (Textiles) ***H.R. 1154, S. 549***	H.R. 1154 passed the House on 9/16/87; S. 549 passed the Senate on 9/9/88. The bill was vetoed by President Reagan, and the House failed to override on 10/4/88.
Welfare Reform ***H.R. 1720, S. 1511***	H.R. 1720 passed the House on 12/15/87; S. 1511 passed the Senate on 6/16/88. A flawed version of the bill was approved by the conference committee on 9/28/88, and was signed into law by the President on 10/13/88.

Bush in new strategy: stonewalling

If only reporters would stop asking him embarrassing questions

By David L. Perlman

Republican presidential candidate George Bush tried to turn his campaign into a triumphal procession to the White House, but something happened on the way to the coronation.

Democrat Michael Dukakis came back from a mid-October slump in the polls with his most successful week of campaigning, and a lot of voters were starting to take a new look at the candidates.

Bush made clear that they wouldn't be hearing anything new from him.

At his first news conference in nearly three weeks, Bush refused to be "dragged" into a discussion of what he would do if he were elected President and how he would fund his campaign promises.

Ambushing the voters

Bush explained to reporters: "Now, I'm having trouble with these questions, because they are putting me beyond where I want to be, and so if I don't answer some of them from here on in, it is because I am focusing on Nov. 8, and I don't want to be dragged beyond that because things seem to be going well now."

A reporter tried again, asking if it was responsible of Bush to ask voters to make a decision without telling them what he intended to do.

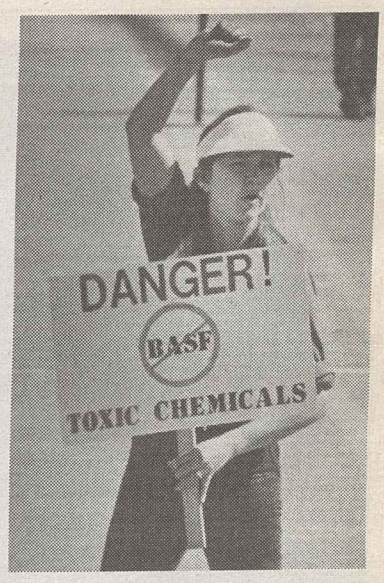
"Yes," Bush replied.

Under prodding, Bush amplified his answer. "It is responsible," he insisted.

But Dukakis wasn't cooperating. He refused to throw in the towel.

In industrial heartland campaigning, at a

Continued on Page 2



Locked out

Workers in Geismar, La., who have been locked out of their jobs for more than four years by the German-owned BASF Corp., protest the company's record of union-busting and safety violations. (Story on Page 7).

AFL-CIO news

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Vice presidential candidate Lloyd Bentsen, optimistic after a cross-country campaign swing, gets an enthusiastic ovation on his arrival at the AFL-CIO's 10-state regional conference in New York.

Outcome of presidential election riding on votes of union families

New York—Union families can make the difference in the presidential election and the Democratic ticket of Michael Dukakis and Lloyd Bentsen deserves their support.

That's the message AFL-CIO President Lane Kirkland brought to a fired-up union rally at a 10-state regional conference.

Its thrust was that getting the facts to union members and a maximum effort get-out-the-vote campaign can confound the pollsters on Election Day.

Kirkland called on union activists, on a growing army of COPE volunteers, to get across the message that "George Bush and Dan Quayle are not on our side. They are on the other side, the side that means to keep working people down." **(Text on Page 4.)**

Kirkland's message was reinforced by a senator and a congressman who have taken time out from their own campaigns to help get the Dukakis message across, and by Bentsen, who received a hero's welcome at the New York rally.

Bentsen's putdown of Quayle in their debate was a highlight of the campaign, and Kirkland recalled that episode in his introduction of the labor-endorsed vice presidential candidate.

The packed hotel ballroom rocked with applause as Kirkland added, "We know Lloyd Bentsen. Lloyd Bentsen is a friend of ours. We take great comfort in the fact that this senator is no Dan Quayle."

Bentsen ripped into the "hoax" of Republican claims

Continued on Page 2

100th Congress moved ahead on worker concerns

The 100th Congress is ending its two-year term with a better record on worker issues than any of its predecessors during the Reagan Administration.

Its achievements were made possible by the congressional elections two years ago that restored a Democratic majority in the Senate. That forced the White House to negotiate with Congress instead of dictating the legislative agenda.

For the first time since 1980, Senate committees were no longer burial grounds for House-passed bills opposed by the Administration. The agenda was different with Sen. Edward M. Kennedy (D-Mass.) as chairman of the Labor & Human Resources Committee, in place of Orrin G. Hatch (R-Utah). And Sen. Lloyd Bentsen (D-Tex.) presided over the powerful Finance Committee, whose jurisdiction includes trade, taxes and social security.

Congress missed its adjournment deadline as House-Senate conferees struggled over the final version of drug and tax bills. But the record already written covers issues that were high on labor's priority list.

This was the Congress that insisted on a plant closing notification bill, and defied vetoes and veto threats to achieve it.

Plant closing law

Advance warning of plant closings and major layoffs, long sought by the AFL-CIO, was perceived by a big majority of Americans as fair and needed. When it was clear that a veto would be overridden and that the fallout would damage the presidential hopes of George Bush, President Reagan blinked and allowed the bill to become law without his signature.

It was the 100th Congress that sent a change of course directive to an Administration whose free-trade obsession undermined the nation's industrial base and ran up enormous trade deficits.

The effectiveness of the plant closing notification law will depend to a great extent on the next President. A new President can use the legislation to force

Continued on Page 2

Trade deficit scuttles 5 million U.S. jobs

Economic study reveals fallout from Reagan's flawed policies

The failure of the Reagan Administration to close its record trade deficit last year has cost the nation as many as 5.1 million good-paying jobs in manufacturing and related industries.

That's the conclusion of "Trading Away Jobs," a research study by the Economic Policy Institute. The study used an economic model that measured the number and kinds of jobs that would have been created if the U.S. trade account had posted a balance instead of 1987's record $171 billion shortfall.

The study was done by economists Faye Duchin and Glenn-Marie Lange of New York University. It was not based on "an economy closed to international trade but rather one of improved U.S. export performance and of holding imports to a level matched by what we sell abroad," EPI President Jeffrey Faux said.

All regions hit

"These calculations make it clear that jobs in every region of America are being destroyed and potential jobs not being created because of our failure to close the trade deficit," he added.

More than 3.1 million jobs, or 60 percent, were lost in manufacturing, the report found, with 2 million more lost in business service industries. Those lost jobs also paid higher wages when compared with the rest of the economy, the study said, noting that there were 2.5 million fewer jobs paying weekly wages above $400 because of the shortfall.

But eliminating the trade deficit would create 2.7 million jobs because of higher exports and an additional 2.4 million because of lower imports. Nearly 800,000 clerical jobs also would be created, the study found, along with 700,000 professional jobs.

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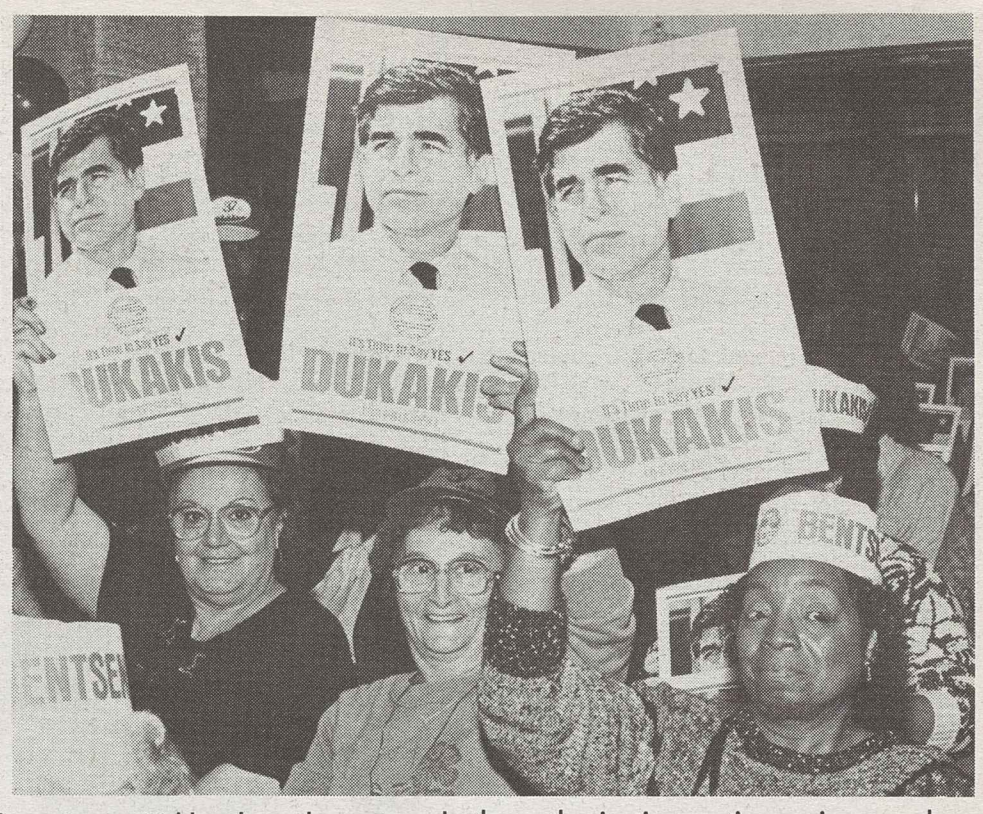


Sen. Lloyd Bentsen responds to rounds of applause at the AFL-CIO regional conference rally in New York. Federation President Lane Kirkland and Sec.-Treas. Thomas R. Donahue join in the welcome. In the enthusiastic greeting, union members wave posters to show whose side they're on.

Turnout of union voters key to presidential election

Continued from Page 1

of prosperity. While the rich flourished—"if you earn $200,000 a year, George Bush has a tax break for you"—America lost 600,000 high-paying manufacturing jobs, he stressed. Real wages dropped and 37 million Americans can't afford health insurance.

"Do you want four more years of this?," Bentsen asked. " Do you want Dan Quayle waiting in the wings?"

"No." the audience shouted. "No."

"We're dealing with the issues that affect America. That's what the election is about," he said. "Are you going to help?"

"Yes" came the shouts.

The buoyancy of the rally reflected the upbeat tone of the AFL-CIO conference, the fourth in a series of five regional meetings. It came at a crucial stage in the national election campaign—at a time when newspaper stories on Bush's gain in the polls were spreading an all-over-but-the shouting message.

But the hundreds of conference delegates—veterans of past political battles and new union activists—sent out a different message.

Political efforts

Conference participants—from states with 116 electoral votes—focused on the nuts and bolts of reaching union members and on the issues important to workers at a series of rotating workshops that were led by AFL-CIO Sec.-Treas. Thomas R. Donahue, COPE Director John Perkins and Legislative Director Robert M. McGlotten.

They talked of phone banks, mailings and handbilling, of video tapes and volunteers, and of the material available through the AFL-CIO and its affiliates.

At the rally, Sen. Daniel P. Moynihan (D-N.Y.) and Rep. Robert Garcia (D-N.Y.) stressed the difference an extra effort by union members can make.

"We have the people out there; we have to get them out," Moynihan urged. Garcia, who went to the Democratic convention as a Jesse Jackson delegate, came to the rally just before starting a five-state tour in support of the Dukakis-Bentsen ticket among Hispanic voters.

Kirkland took sharp issue with those who suggest that a Bush-Quayle victory might have its silver lining because "when the roof falls in because of the economic policies of the past eight years, those responsible for getting us into it should be there to take the blame."

But it's not the people whose policies failed that get hurt, Kirkland pointed out. "They always look out for Number One. Our people are the ones who will pay the price. It's the working man and woman who will be the victims."

If there is to be an economic collapse, Kirkland said, "I want somebody in the White House that we can talk to—someone who will work with us to pull ourselves and our country out of it, someone with a heart."

America's workers need a President who "is on our side," Kirkland stressed.

San Francisco next

Conference participants came from Connecticut, Delaware, Maine, Massachusetts, New Hampshire, New Jersey, Pennsylvania, Rhode Island, Vermont and New York.

Previous conferences were held in Atlanta, Houston and Chicago. The final regional meeting is Oct. 21-22 in San Francisco for participants from Alaska, Arizona, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah and Washington.

100th Congress a plus for workers

Switch in Senate control broke legislative bottleneck

Continued from Page 1

open new markets for U.S. products, to insist on internationally accepted worker protections as a condition for trade preferences, and to bring exports and imports into closer balance. But a President can also take advantage of the flexibility built into the law to ignore its mandate.

This was the Congress that finally banned employer use of polygraph devices to subject workers and job applicants to unreliable but intimidating "lie detector" tests. In the previous Congress, the Republican Senate had bottled up a House-passed bill.

It was a Congress that strengthened the Fair Housing law and passed the Civil Rights Restoration Act over Reagan's veto.

With sufficient Republican support to achieve the needed two-thirds majorities, the 100th Congress also overrode vetoes of clean water and highway construction bills.

Congress responded to a two-year union campaign and approved changes in federal bankruptcy law needed to protect the health and life insurance benefits of retired workers.

It also helped shore up health care protection for the nation's elderly by passing a self-financing catastrophic insurance package as part of Medicare.

And after a full and fair hearing, the Senate rejected the nomination of Robert Bork to the Supreme Court. A 58-42 majority found his views incompatible with the Constitution.

Some setbacks

On the minus side of the ledger, there were setbacks and shortcomings in the two-year record of Congress. Often, this reflected the veto power of the President and the filibuster weapons available to senators seeking to prevent a vote.

The list of disappointments includes failure to achieve a long overdue increase in the minimum wage. Labor's allies twice cut back the scope of bills that had been endorsed by House and Senate committees in an effort to build bipartisan support. But the last hope for action was crushed by an end-of-the-session Republican filibuster.

End-of-the-session filibusters also doomed hopes for action on labor-supported child care and parental leave bills.

As in the previous Congress, broadly supported legislation to put ceilings on textile, clothing and shoe imports passed the House and Senate by big margins. But the attempt to override President Reagan's veto again fell barely short of the two-thirds needed.

Hatch Act reform to give federal and postal workers the freedom of political participation while protecting them from political pressures passed the House by a 305-112 margin, but never came to a vote in the Senate. The same fate befell a labor-supported bill to separate the Postal Service from the federal budget.

There was broad congressional support to restore labor protection provisions for airline employees caught up in mergers. But a presidential veto threat pressured a House-Senate conference to delete the provision.

Administration influence

White House pressure also killed a House-passed bill allowing rehiring of air traffic controllers fired and blacklisted after their 1981 strike.

Repeated attacks on Davis-Bacon Act prevailing wage protections were beaten back, but a House-passed bill to curb double-breasting by construction contractors to evade union agreements died in the Senate. And a Senate filibuster blocked action on a labor-supported bill to locate and alert workers who have been exposed to toxic substances that could peril their health.

Congress passed a major welfare reform, but it had too many flaws to receive labor's support. It also approved the Free Trade Agreement with Canada that both U.S. and Canadian unions oppose.

Study finds U.S. trade deficit kills 5 million good-paying jobs

Continued from Page 1

The job loss affected every region of the country, with the Midwest and the West losing more than the others. In the Midwest, nearly 1.4 million jobs were lost last year, primarily in machinery, manufacturing and electronic products industries. Job losses in the West exceeded 1.4 million, the study found, and were concentrated in those same industries.

The Northeast lost nearly 1.3 million jobs in machinery and electronics products manufacturing and business services, while the South lost most of its 1 million jobs in business services and light manufacturing industries like textiles and apparel.

Under a balanced trade program, the Midwest would gain 26.9 percent of new jobs, the West, 27.8 percent, the Northeast, 25.1 percent and the South, 20.4 percent.

The EPI study supports the AFL-CIO's bid for fair trade and prompt government action against those nations which erect stiff trade barriers or refuse to open their markets to U.S. products while selling millions of dollars of goods here.

In a separate report, Faux scored Reagan-Bush Administration claims that the declining dollar will ease the staggering U.S. trade gap. Despite a drop in the dollar's value since 1985, he said, the trade gap has exceeded record levels. A trade policy relying on dollar devaluation "does not have the capacity to haul us out of the deficit hole into which we have fallen," he stressed. The end result will be a lower real income for Americans, a larger foreign debt burden, an increasing threat of recession and "a missed opportunity to curb other nations' restrictive trade practices," he warned.

Bush stonewalls as Dukakis hits campaign stride

Continued from Page 1

series of rallies the New York Times reported as "well-planned and ebullient," Dukakis talked of jobs and trade deficits—and also of values and deeply-felt beliefs.

"In the first four years of the Dukakis-Bentsen Administration, we're going to turn that trade deficit back into a trade surplus and reclaim those jobs," Dukakis said.

He needed no lectures on crime from George Bush, Dukakis said at a Saginaw, Mich., rally, speaking of the death of an only brother struck down by a hit-and-run driver assumed to be on drugs or drunk.

Bush "wants to help those who already have it made. I want to help every American family make it," he said to workers' cheers.

And if Dukakis was trying to spread the word that his campaign was still very much alive, he was getting the same messages from enthusiastic audiences.

"The difference between George Bush and me boils down to this," Dukakis started to tell a Kalamazoo, Mich., rally. A woman in the audience finished the thought with a shouted response that brought a thunder of applause, "You're real and he's not."

The vice presidential candidates continued to offer voters a clearcut choice.

Quayle bragged that the polls showed that he hadn't hurt the Bush campaign after all. Still relegated to the backwaters of the campaign, Quayle told voters at one stop that "with George Bush, you get experience. With me, you get the future."

Quayle explained later that he represents the future because he is young enough so that his political career will probably last a long time.

Meanwhile, Bentsen was in high demand for rallies and campaign appearances across the country.

The events revealed that the soft-spoken senator from Texas, so knowledgeable on matters of trade, taxes and social security, could make a first-rate political stump speech, and that he delighted in his new role.

Shipbuilders authorize merger with Machinists

Delegates voice strong support for plan

Pleasantville, N.J.—The Marine & Shipbuilding Workers convention voted overwhelmingly to merge with the Machinists. The 55-year-old union becomes the IAM's new District 4.

More than 95 percent of the delegates voted in favor of the merger, the union said.

The merger vote capped more than a decade of discussions between the two unions. Membership of the shipbuilders' union has fallen by nearly half to 13,000 during the two-terms of the Reagan-Bush Administration. The IAM already represents more than 7,000 shipyard workers among its 850,000 members.

Delegates also endorsed the Democratic presidential ticket of Michael Dukakis and Lloyd Bentsen.

The MSWA officers—President Arthur Batson Jr. and Vice President/Sec.-Treas. Robert W. Pemberton—will lead the new District 4 until their current terms expire in 1990. The executive board's other 10 members will complete their terms, as will the local union officers, the IAM said.

Batson told delegates that "this merger gives us the tools, the strength, to stop the hemorraghing that has devastated our industry. It's time to bring American work back to American shipyards. It's time to rebuild the maritime fleet that made America the world's pre-eminent economic power."

Machinists President William W. Winpisinger welcomed the shipbuilders to the IAM, and pledged to "do everything we can" to return the building of American ships to American workers. He swore in the new District 4 officers and gave the oath of membership to the more than 80 delegates at the three-day convention.

Delegate vote

The merger was approved by the MSWA executive board in February and the accord between the two unions was signed July 12 with the effective date tied to approval vote by the shipbuilders' convention.

The main item on the convention agenda, was opposed by a few delegates from the union's 6,500-member Local 6 in Bath, Me. Those delegates favored merger with the Carpenters.

Farm Workers convention told grape boycott souring sales

Delano, Calif.—Labor's continuing nationwide boycott is stunting sales of California table grapes, the Farm Workers convention was told.

The 150 delegates heard UFW economic analyst Hub Segur report a significant sales decline in the wake of the 36-day fast by UFW President Cesar Chavez that ended Aug. 21. The fast, which is being carried on by UFW supporters across the nation, protests the use of deadly toxic pesticides by growers.

Chavez and First Vice President Dolores Huerta were given an enthusiastic reception upon their arrival at the convention.

Huerta is still recovering from injuries she received Sept. 14 when she was beaten by San Francisco police outside a fund-raising rally for Vice President George Bush. Huerta, 58, had three ribs broken and heavy internal bleeding and was hospitalized following the beating.

Huerta received multiple blood transfusions and her spleen was removed during an operation. The convention condemned the beating.

Pesticide ban

The union is calling for a ban on five pesticides that are used on table grapes —dinoseb, methyl bromide, phosdrin, parathion and captan. The UFW charges these chemicals have caused numerous poisonings among their members and injuries to their families, including cancer and other diseases and birth defects.

Segur told the convention that sales of Thompson seedless and Flame (red) table grapes began to decline in July when Chavez started his fast, and that by September, sales were 8 percent below those of a year earlier. Further, the wholesale price of a crate of the grapes had dropped from $12 to $7.25. He estimated the industry has lost $8.4 million since July.

Wayne Hartmire, a member of the union for more than two decades, was elected to a two-year term as secretary-treasurer, succeeding Peter Velasco, who retired. Velasco was named secretary-treasurer emeritus. Chavez and Huerta were re-elected along with executive board members Arturo Rodriguez, Benjamin Maddock, Arturo Mendoza, David Martinez, Oscar Mondragon and Roberto de la Cruz.

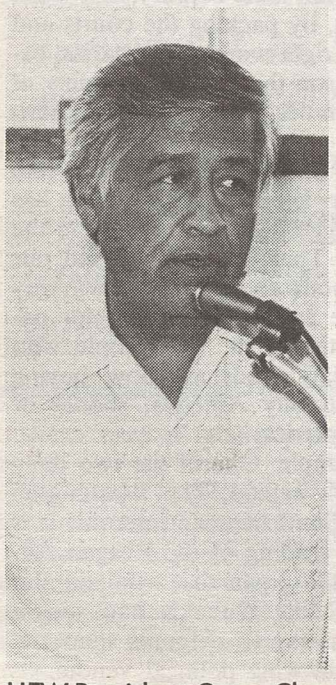
Greed condemned

Delegates condemned the California Table Grape Commission for its "promotion of profits for its giant multinational grower members at the painful expense of innocent child cancer victims, deformed children, poisoned farm workers, and unsuspecting consumers."

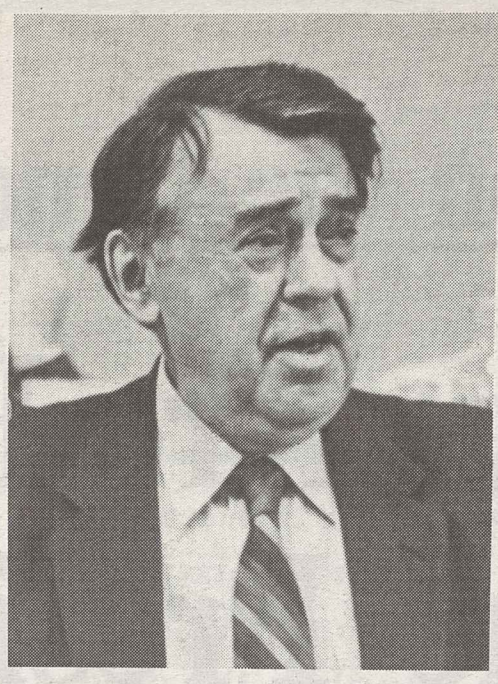
The convention pressed the table grape industry to voluntarily agree to a blue-ribbon committee to supervise "free and fair elections" among farm workers. The union said it doesn't trust the state Agricultural Labor Relations Board to supervise such organizing elections.

Outlining contract goals, delegates called for growers to "pay their fair share" in dues to the union for the benefits the growers reap under UFW agreements, such as worker stability and a procedure for handling grievances.

In other resolutions, the convention commended thousands of volunteers who have "shared the suffering" by continuing the chain of fasting begun by Chavez, supported the state proposition to restore the California OSHA program, backed child care and warned of the harm to U.S. farm workers from the federal H2A immigration program to bring in foreign workers to harvest crops.



UFW President Cesar Chavez addresses convention delegates, who re-elected him to another two-year term and elected Wayne Hartmire secretary-treasurer to succeed Peter Velasco, who retired.



Brown at 1983 ILO conference.

Brown's Medal of Freedom.

Medal of Freedom honors federation's Irving Brown

Irving Brown, former AFL-CIO international affairs director, was awarded the Presidential Medal of Freedom, the nation's highest civilian honor.

Brown, a veteran U.S. worker delegate to the International Labor Organization, was an organizer and regional director for the Allied Industrial Workers in the 1930s before joining the AFL's organizing staff in 1940. He is still an active member of the Machinists and continues to serve the federation as senior adviser to AFL-CIO President Lane Kirkland.

The Medal of Freedom was established in 1963 to recognize civilians who have made especially meritorious contributions to the security and national interests of the United States, or who have worked to promote world peace or cultural endeavors.

Brown's son Robert accepted the award from President Reagan at a White House ceremony. Brown is recuperating from an illness in Paris.

In a statement read by his son, Brown said "this award is not properly mine. It is given in recognition of the work of the American trade union movement in promoting democracy at home and abroad."

Democratic trade unions "are in the front ranks of the struggle for freedom—whether it be Communist Poland or racist South Africa; the Soviet Union or Burma," Brown declared.

Labor's work around the world is "rooted firmly in a concept of safeguarding and expanding human rights," he said, adding "the suport of human rights and workers' rights in foreign policy does not threaten peace but promotes it.

Peace and freedom

"In the end it is the suppression of freedom and the inability of the democracies to defend that freedom which weakens the pursuit of a real peace policy," he declared.

Brown pointed out that "the issue that confronts mankind is not one of capitalism versus socialism but rather of a free society versus a society based on forced, controlled labor."

Brown, 76, served as a labor representative on the War Production Board during World War II, then became the AFL's European representative in 1945, a post he retained after the AFL-CIO merger and after his appointment as International Affairs director in 1982.

Brown served as the U.S. worker representative to the International Labor Organization and on the ILO's governing body from 1975 through 1978 and again from 1981 until 1986. In 1979, the AFL-CIO withdrew from the ILO, rejoining in 1981.

From the AFL-CIO's European office in Paris, Brown has worked to coordinate the federation's international programs, including the work of its institutes for Asia, Africa and Latin America, with the activities of the International Confederation of Free Trade Unions.

Arrangements to present Brown with the award in Paris have not yet been completed, the AFL-CIO said.

Other labor recipients of the Medal of Freedom include AFL-CIO President George Meany, and union presidents A. Philip Randolph, Sleeping Car Porters; David Dubinsky, Ladies' Garment Workers; I.W. Abel, Steelworkers, and John L. Lewis, Mine Workers.

California agency plots return of 12-hour workday

San Francisco— A California state agency that is supposed to protect lower-paid workers from exploitation has cleared the way for the 12-hour day at straight-time wages for most workers not covered by union contracts.

The state's unions see it as another sign of the anti-worker tilt of the administration of Republican Gov. George Deukmejian. It came within days of the governor's veto of a bill to raise the maximum unemployment insurance benefit by $20 a week, the first increase in five years. It's the fourth straight year that Deukmejian has vetoed an improvement in jobless benefits.

Wage-hour rules are set by industry wage boards, with the final say held by the state's Industrial Welfare Commission. With the two labor members strongly dissenting, the supposedly neutral "public member" voted with employers to scrap eight-hour-day standards for a 12-hour straight-time limit.

The one exception to the 12-hour standard was a manufacturing wage board where union and employer representatives had earlier negotiated a 10-hour limit, only applicable to full-time employees. Under both state and federal law, time-and-one-half overtime rates apply after 40 hours a week.

But the other wage orders, covering hotel, restaurant and health care workers, employees of theaters and amusement parks, and clerical, professional and technical workers, gave employers everything they sought.

Industries covered by the orders will be able to work part-timers in 12-hour shifts, with no overtime obligation so long as their weekly total does not exceed 40 hours. The commission made clear that it was prepared to extend the 12-hour day to industries covered by other wage orders.

Outside the state office building, as the commission met in a stormy session, union members and community allies held a mock funeral for worker protections.

Kirkland on the Candidates

Stakes Are High for Worker in the Presidential Electio

From remarks by AFL-CIO President Lane Kirkland at the regional conference in New York, Oct. 15, 1988.

In August, the AFL-CIO General Board voted to endorse the candidacy of Michael Dukakis and Lloyd Bentsen for President and Vice President of the United States. That was not a case of telling union members how to vote. No one can tell anyone else how to vote in the secrecy of the voting booth, and we don't even try to do that.

Our entire approach is based on faith—the faith that trade unionists have the good common sense to do what is best for themselves, their families, and their brothers and sisters on Election Day, if they have the facts. It is our duty to provide the unvarnished facts, and we mean to do just that.

The essential overriding fact is this: George Bush and Dan Quayle are not on our side. They are on the other side, the side that means to keep working people down. Believe me, they will never forget which side they are on, and we must not forget it either. All of the issues revolve around that one very basic point.

Just ponder this: How does the idea of Sen. Orrin Hatch as a justice of the U.S. Supreme Court for the rest of his life grab you? And here again will come Robert Bork. Every fight has to be fought and won again.

When Mr. Bush said his mission over the next eight years is to create 30 million jobs, he neglected to tell us where those jobs would be located. He didn't say in New York. He didn't say in this region of the country. He didn't say in the United States.

Yes, he would create jobs—jobs in Japan, or in Taiwan, or south of the border, or somewhere east of Suez. He may denounce "malaise," but he'll gladly give us Malaysia as the place to look for work.

> ***George Bush and Dan Quayle are not on our side. They are on the other side, the side that means to keep working people down. . . . They will never forget which side they are on, and we must not forget it either.***

Bush dropped some feeble hints last month that he might favor "some adjustment" in the minimum wage. What he meant was a subminimum wage for many workers and as little as possible for the rest. But, even though one of his many neglected duties is to preside over the Senate, he did absolutely nothing while his Republican friends filibustered a minimum wage increase to death just a few days ago.

He can talk about the Pledge of Allegiance till the cows come home, but he doesn't know the real meaning of the words. What about one nation indivisible? That surely isn't what he has in mind. He wants to divide labor with a subminimum, subpoverty wage. As for "justice for all," forget it. His party has just followed the orders of corporate America once again by killing parental leave and child care action in the Senate.

This meeting opened with the Pledge of Allegiance, as do meetings at every level of the trade union movement. We do it because trade unionists love their country and because we cherish the values expressed in its words, not because some law forces us to do it.

You cannot compel true allegiance. If you could, America would still be a British colony.

Besides, the flag that Mr. Bush and his kind pledge allegiance to was made in Korea or wherever else they can find the cheapest labor and the worst conditions in the world.

Just remember the veto of the textile and apparel bill. If Mr. Bush has his way, there soon won't be any more cloth made, cut or stitched in this country, for flags, or military uniforms, or anything else.

Preppy Patriotism

George Bush told a European audience that Soviet mechanics should be sent to Detroit "because we could use that kind of ability" there. That's the kind of preppy patriotism that American workers ought to remember about Bush when they go to the polls.

In spite of the opposition of Mr. Bush and his Administration, we have won a few. The plant-closing notification bill and the trade bill are now law. That is the kind of action by our friends in the Congress that can bring jobs home and keep them here.

But those measures won't be worth a plugged nickel if Bush and Quayle are elected because those are some of the good laws that these self-styled crime fighters will never enforce. You can be sure that those who break those and other laws, like OSHA and labor rights and standards, won't hear from a cop, under President Bush or President Quayle.

It was Sen. Lloyd Bentsen who fought with us to get those bills passed. If we succeed in this effort, we can count upon him and President Dukakis to make sure that those laws are fully and fairly enforced.

Bush picked as his running mate the man who carried the water for big business against the notification bill—that reluctant Rambo, that coddled child of wealth and reaction, Dan Quayle.

To be born rich and privileged is no sin. Some of the finest servants of the people, like Roosevelt and Jack Kennedy, were lucky that way. But when the child grows up to be a servant of privilege and an eager tool of privilege, like Bush and Quayle, that is a sin—a sin against the obligations of privilege and of public service.

Michael Dukakis is a genuine public servant, not a servant of privilege. He knows that the point of work and production and trade is to raise the living standards of all, not to multiply the luxuries and privileges of a few.

> ***We know something about Mr. Bush's freezes. In 1985, he cast a tie-breaking vote to freeze social security benefits by denying a cost-of-living adjustment to the elderly.***

Mike Dukakis knows what unions are for and why they are essential to a free society.

He knows what has happened to working people over the past eight years when our country has been in the hands of those who asked not what they could do for their country, but what they could do to you, by packing the courts and the labor board with right-wing reactionaries, excusing those who poison the health and safety of workers and communities, and shipping American jobs overseas.

Over eight years, this supply-side cult that wants George Bush to keep the music going has piled up the most staggering national debt in the history of the world. They have so reduced our ability to produce goods and pay our own way in the world that we are the largest debtor nation on the face of the earth. The people who used to buy American goods are now buying America. And if you buy America, sooner or later you will run America.

Just one small example: One of the two daily papers in the nation's capital, The Washington Times, is owned by South Korean interests. It is the favorite required reading of the Reagan Administration. This is the organ that trumped and spread the lie that Mike Dukakis had sought psychiatric help. Everyday its columns spew out the most extreme right-wing political venom.

When Mr. Bush said his mission over the next eight years is to create 30 million jobs, he neglected to tell us where those jobs would be located. . . . He didn't say in the United States.

The main achievement of this Administration has been to place 240 million Americans hostage to the predatory interests of foreign empire builders.

George Bush says he has a magic cure for the deadly infection of fiscal AIDS that his Administration brought to government finance.

He says he has a treatment that he calls a "Flexible Freeze."

We know something about Mr. Bush's freezes. In 1985, he cast a tie-breaking vote to freeze social security benefits by denying a cost-of-living adjustment to the elderly.

The Flexible Freezer's philosophy of government and his special interpretation of "justice for all" remind me of the last known words of a famous old Western gunfighter, Bat Masterson.

Masterson is supposed to have said: "There are many in this old world of ours who hold that things break about even for all of us. I have observed, for example, that we all get about the same amount of ice. The rich get it in the summer, and the poor get it in the winter."

The proudest boast of this Administration is that it has reduced the ability of the American people to use their government to do anything about the problems they face.

We have a different view of what government is for. We look on government not as an enemy of the people, but as an instrument to provide for the common defense and to promote the general welfare, as the Constitution says.

Let's have no more "constructive engagement" when we're dealing with something as vicious as apartheid in South Africa. Let's have no more cakes and arms for the Ayatollahs and Noriegas of this world.

We're tired of seeing government used against us.

We share a conviction of what America should be with Michael Dukakis and Lloyd Bentsen.

What we expect of them is not any special privileges, but to restore to the executive wing of our government the leadership, integrity and vision of the future that has been missing for eight years.

Let's have no more "constructive engagement" when we're dealing with something as vicious as apartheid in South Africa. Let's have no more cakes and arms for the Ayatollahs and Noriegas of this world.

As for integrity, let's have no more Meeses, no more Deavers, no more corruption of the government agencies that are supposed to protect ordinary people against concentrated economic power. Let's have no more of these hired press agents of drug runners in Panama and the Bahamas who are now managing the campaigns, writing the scripts and coining the one-liners for George Bush and Dan Quayle.

Pure Bushery

Mr. Bush and Mr. Quayle represent a strain of American political experience that is played-out, dried-up and exhausted of vigor or brains. Reduced as they are to reliance upon smears and pandering buzz-words, they have expanded the meaning of McCarthyism in the political dictionary to include pure Bushery.

What America needs for tomorrow is the kind of leadership that brings out the best in the American people, rather than the worst.

We want leadership that helps all of us to do better and to be better. We want to see a nation of better workers, better employers, better teachers, better parents, healthier and better-educated citizens at every stage of life.

We want no continuation of the policies that have reduced America's economy to a grab bag for the barracudas of Wall Street, with golden parachutes for the few and crash landings for the many.

Instead of a government that worships at the corporate bottom line, that leaves plain people undefended in the jungle of the multinational marketplace, we want a government that gets down in the trenches with us and fights to rebuild America's economic strength at home and in the world, with fair opportunities and equal justice for all.

Now, across the nation, we go into that final stretch run to elect Michael Dukakis and Lloyd Bentsen.

The privileged few

In these final days before the election, we will be working as hard as we can to remove the presidency from the control of the privileged few, and to restore it to the people.

The pollsters and pundits tell us it isn't going to be easy. We know that.

It concerns me, however, that some of us may be wondering at this point whether it's worth the effort. I've heard it said that maybe we should let those whose policies created the twin towers of debt to be on hand for the inevitable collapse. Then, like Herbert Hoover, they can take the blame and their party can lose the next five Presidential elections.

Just remember this, however: When that roof does fall in, when the chickens come home to roost, when the bill comes due—there may be a couple of yuppie stockbrokers who jump out the window, but by and large, the people who are responsible for this are going to take the money and run. They'll be alright. You can count on it, because they always look out for Number One.

Our people are the ones who will pay the price. It is the working man and woman who will be the victims.

So we shouldn't wish for it. But when and if it should happen, we can't have George Bush and Dan Quayle providing cover for their rich friends while the rest of America takes it on the chin.

I want someone in the White House that we can talk to—someone who will work with us to pull ourselves and the country out of it, someone with a heart, someone who understands us and is on our side.

That's what this election is all about.

We share a conviction of what America should be with Michael Dukakis and Lloyd Bentsen. . . .We expect them to restore to the executive wing of our government the leadership, integrity and vision of the future that has been missing for eight years.

Tapping labor's rich heritage

Meany Archives magazine offers feast for history buffs

Labor's Heritage, a new quarterly publication of the George Meany Memorial Archives, is a showcase for scholars and a delight for anyone with a serious interest in the roots of today's trade union movement.

Its handsomely illustrated first issue includes a worker-oriented look at the "railroader's town" of Bloomington, Ill., where in the heyday of rail transport 3,000 people worked in the Chicago & Alton shops and "the rhythms of the railroad were the rhythms of the city."

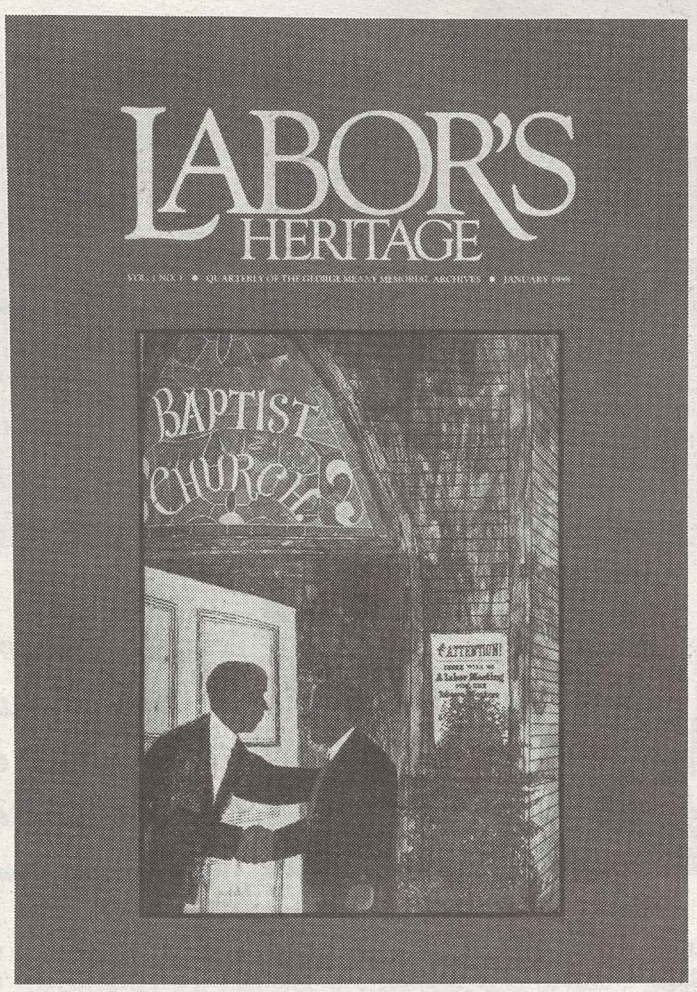
There is a glimpse into the relationship and division of labor between black and white longshoremen on the New Orleans docks in the late 19th century, and the discovery by both groups that "in a racially divided labor market, there could be no union power without interracial solidarity."

An appreciation of artist Ben Shahn is enhanced by reproductions of paintings from the 1930s that hang in leading museums and by worker-oriented illustrations from magazines as diverse as Fortune and the New Republic.

The role of women in the Auto Workers in the 1940s and 1950s is explored in an article that draws on personal recollection of participants as well as union documents. Even in a union that was an early leader for equal rights, women had to stand up and assert rights now taken for granted.

And for the serious labor historian, there is a discussion of the various archives and collections where union documents are housed.

The 80-page first issue of Labor's Heritage is dated January 1989 but was printed early to help promote both individual and gift subscriptions. Meany Archives Director Stuart B. Kaufman is the editor; chief archivist Katharine Vogel is managing editor.



Subscriptions are available from Labor's Heritage, 815 16th Street N.W., Washington, D.C. 20006. The cost within the United States is $15 for one year, $28 for two years, and $40 for three years. Outside the U.S., a one-year subscription is $18.75.

Foreign owner impact aired by Metalworkers Federation

Leaders of the International Metalworkers Federation meeting in Washington alerted Japanese and American unions to the impact of the growth of Asian companies in United States and Europe.

IMF Gen. Sec. Herman Rebhan called on global unions to work together and forge "positive links so that the growth of Japanese companies is not accompanied by regressive or reactionary employment or anti-union practices," he said.

The IMF estimated that as many as one million Americans could be employed by Japanese companies operating in the United States by the year 2000.

In Europe, more than 250 Japanese manufacturing facilities have been established since 1980.

In an address to the IMF executive committee, AFL-CIO President Lane Kirkland charged that over the last eight years the Reagan-Bush Administration has ignored the disintegration of basic U.S. industries and has "encouraged the inflation of corporate profits through the elimination of American jobs and the exploitation of workers in poorer lands."

Auto Workers President Owen Bieber cautioned that foreign investment in the United States often is accompanied by "negative social effects." He cited employer opposition to unions, discrimination against women and minority workers—some of the problems encountered at the Nissan Corp. plant in Smyrna, Tenn.—and expenditures by foreign firms to promote their political interests.

Rebhan urged support for the Korean trade union movement, noting that more than 1,000 companies in Korea had been unionized over the past year. But both Japanese and American unions must help their brothers and sisters in Korea, and also in Malaysia, he said.

He also stressed that the repression of labor rights and union organization must be treated as an unfair trade practice, but noted that the issue "raises hackles among governments and employers" in some Southeast Asian nations.

The IMF, founded in 1893, represents 14 million metal workers in the aerospace, auto, electronic, electrical, engineering, metal trades, shipbuilding and steel industries.

Baltimore Symphony plays with union beat

Baltimore—Striking Musicians from the Baltimore Symphony Orchestra are holding a series of free concerts while their dispute with symphony management drones on.

The union's "Start the Music" series includes two performances each weekend featuring classical and "pops" selections, with future programs to include ragtime, country and quartet arrangements. AFM Local 40-543 set up a concert hot line to give subscribers and patrons information about the series after management refused to provide the union with a list of subscribers.

The 96 orchestra members walked off the job Sept. 23, rejecting management's demand for givebacks in job security and working conditions, and a paltry salary increase, said players' committee chairman Joseph Turner.

The orchestra members are seeking parity with musicians in similar-sized companies, and are fighting management efforts to eliminate the peer review process and impose harsh limits on a tenured musician's right to appeal termination.

Symphony management also has included electronic media guarantee payments in its wage calculations, Turner said. Those payments are separate compensation received by nearly all musicians, he said, adding that management is misleading the public.

Appellate court stays decision on ILA 50-mile rule

The U.S. Appeals Court for the District of Columbia Circuit has stayed its ruling that struck down the Longshoremen's containerized cargo "50-mile rule" pending Supreme Court review.

Under provisions of the union's master agreement with shipping associations, all packing and unpacking of consolidated containers within 50 miles of East and Gulf Coast ports must be done by ILA members.

Freight consolidators—also known as non-vessel operating carriers—have been trying to use non-union workers to pack cargo into the containers. They cannot obtain containers from the shippers under the current rule, but must lease them separately from specialized companies.

The Federal Maritime Commission earlier had deemed the 50-mile rule violated the 1984 Shipping Act. That decision was upheld by the appeals court in August.

Following the August court decision, some shippers began providing containers to the freight consolidators. But nearly all began to enforce the 50-mile rule again as shipping associations joined the ILA in seeking the stay. The ILA has informed all of its local unions that 50-mile rule is still in effect.

The shipping associations also are seeking legal protection against lawsuits filed by freight consolidators for damages.

New York state workers gain VDT eye care

Albany, N.Y.—Some 30,000 New York state workers, members of the AFSCME-affiliated Civil Service Employees Association, will be eligible Nov. 1 for special vision care benefits if they use video display terminals.

The benefit, which covers those who spend more than 50 percent of their workday on a VDT, provides a second pair of eyeglasses to those who need special glasses to do their work along with an eye examination, in addition to the regular exam, to determine whether special lenses are needed.

The VDT-related benefit, added under the current contract, aims to reduce eyestrain and other problems that can occur when a VDT user wears the wrong glasses. The vision care plan already provides for the first pair of glasses, frames and eye exams at no cost every two years.

CSEA Employee Benefit Fund will administer the program which is estimated to cost $1.8 million over the life of the three-year contract.

19,000 already covered

The VDT vision plan is similar to one that has been offered to the state's 4,000 legislative and 15,000 management/confidential employees since 1985.

Meanwhile, the New York Supreme Court's appellate division stayed an order blocking implementation and enforcement of the Suffolk County, N.Y. VDT law enacted last summer, while imposing a partial injunction to prevent a provision covering employer-paid eye exams and eyeglasses from taking effect on Oct. 11.

State supreme court Judge John Copertino had temporarily blocked enforcement of all provisions of the law. The county's appeal lead to the appellate division's stay of the order, pending a full hearing.

The county law was challenged last July 12 by four Long Island, N.Y., businesses who contended the legislation was pre-empted by federal law.

Those businesses asked the appellate court to block the requirement that employers pay for 80 percent of the cost of eye exams and glasses.

Voter turnout gets priority in Minnesota

Rochester, Minn.—The Minnesota AFL-CIO endorsed 110 candidates for state and national offices and vowed to turn out union members and their families for the Dukakis-Bentsen presidential ticket on Election Day.

Congressional endorsements include four Democratic incumbents—Representatives Bruce Vento, Martin Sabo, Gerry Sikorski and James L. Oberstar. No endorsement was made in the 1st congressional district which Timothy J. Penny (D) represents.

The Minnesota federation also backed ballot initiatives to create a state environmental defense fund and a state lottery.

Former Vice President Walter Mondale, the 1984 presidential candidate, told the delegates that the free market policies advocated by George Bush will not provide college educations for workers' children, protect pensions, enhance job safety and health, preserve the environment or reduce the federal budget deficit.

National COPE Director John Perkins stressed the importance of union volunteers to staff phone banks, canvass voters and knock on doorsto get out the worker vote on Nov. 8.

Democratic Senate candidate Hubert H. Humphrey III, in a speech reminiscent of his late father, criticized his opponent, incumbent Sen. David F. Durenberger, for voting for "Star Wars over star schools." He pledged to "work to stop union-busting and strengthen collective bargaining."

Union Yes

The Union Yes video was shown to the convention, after which Letter Carrier Marie O'Brien-Brau of Minneapolis told about her part in the Union Yes commercials that were viewed by tens of millions of people during the Olympics. O'Brien-Brau was one of two union members selected to appear with Screen Actor Jack Lemmon in the spot advertisements. She hoped that the message came across that "America works best when we say Union Yes."

State Federation President Dan Gustafson warned that employer groups will again try to cut workers' compensation benefits. Delegates also called on the state legislature to extend the state prevailing wage law to cover construction projects funded by counties, and mandate severance pay and continued employer-paid health insurance for victims of plant closings.

Prevailing pay repeal on Bay State ballot

Boston—Building trades unions are fighting a proposal on the November ballot that would repeal the state's prevailing wage law.

Union members are meeting with voters on street corners, at shopping centers and job sites, urging them to vote no on the issue.

The measure—question two on the ballot—would eliminate requirements that the state and municipal governments pay prevailing wages for construction projects and other contracted services.

The proposal also would enable contractors to slash health insurance coverage and other benefits now provided under the prevailing wage statute.

Communities hoping take advantage of cheaper labor to cut real estate tax rates face the serious risk of poor performance on public projects and additional maintenance costs, the Boston Globe said in an editorial calling for a "no" vote.

Locked plant gates in Geismar, La.

OCAW members gain allies in their fight against BASF.

BASF workers still battling to 'break the lockout'

By Candice Johnson

As the four-year lockout of 370 Oil, Chemical & Atomic Workers by BASF Corp. in Geismar, La., drags on, union members and supporters are continuing their struggle for justice.

Over the course of the lockout, the OCAW members have lost more than $50 million in wages and benefits, and 50 workers have lost their homes. To combat BASF's cruel anti-union tactics, the OCAW organized a corporate campaign and the AFL-CIO launched a nationwide boycott of BASF consumer products ranging from bulk videotapes to antifreeze.

The union also challenged the German-owned company's plans to takeover other facilities, documented BASF as a major polluter in Louisiana, filed unfair labor practice charges, testified before Congress and formed an international coalition with its German counterpart and other unions to pressure BASF stockholders to end the lockout.

The members of OCAW 4-620 have won some major victories but are still fighting to regain their jobs.

The investigation by the OCAW and the Sierra Club—a nonprofit, environmental group—resulted in a $4.3-million fine levied by the Environmental Protection Agency—the largest in the agency's history—for violations of the Toxic Substances Control Act in May. BASF eventually agreed to pay $1.3 million.

The chemical firm's plans for the deepwell injection of chemical wastes were finally scuttled by a Louisiana citizens' group, and the company has been cited for additional air quality violations.

The OCAW charged BASF with supplying Hitachi Corp. computers to the South African police, sparking an investigation by Rep. John Conyers (D-Mich.), and propelled an investigation by the Occupational Safety & Health Administration that uncovered widespread safety and health violations that were attributed to untrained strikebreakers and temporary workers.

Wage cut demands

BASF locked out the 370 chemical operators and maintenance workers in June 1984, two hours before the contract expired. Negotiations had broken down over management demands for steep wage and benefit cuts, the elimination of seniority and other job security provisions, and stepped-up subcontracting.

During the preceding year, BASF refused to allow union stewards to meet with workers on company time and posted notices and sent memos urging union members to file for a decertification election. Yet even in the anti-collective bargaining atmosphere fostered by the state's "right-to-work" law, 369 of the 370 chemical and maintenance workers remained active union members, the OCAW said.

While the OCAW and its allies were fighting the lockout, BASF was seeking ways to harass union members by filing lawsuits over labor's corporate campaign and unfair labor practice charges. In October 1987, BASF charged that union representatives were conspiring to obtain confidential information and trade secrets but dropped the case a month later. BASF tried again with a federal suit against the OCAW seeking damages as a result of the boycott but also abandoned that effort.

In September 1987, BASF imposed its concession package on the chemical workers, notifying them that union members might be recalled to work sometime over the next year. Those workers who did not report would lose their jobs to permanent replacements, the company warned. The 110 maintenance workers—who predominantly were the union's leaders and most active members—were ordered to submit their resignations and told they would be replaced by temporary workers supplied by a contracting firm.

The union responded by offering to cut the hourly wage rates of the maintenance workers by $2.90, bringing their labor costs below that of the temporary replacements. BASF responded that the maintenance workers would not be rehired, even at the minimum wage.

Unfair tactics

In January, the OCAW filed unfair charges with the National Labor Relations Board, charging the company with illegally implementing its terms and replacing the locked-out workers with others at an hourly wage that was $3 more than the union's last offer. Those charges are still being reviewed by the NLRB's Washington office.

By September, the last group of chemical workers was recalled, with 210 union operators now on the job. Another dozen workers were recalled but terminated for refusing to submit to the company's mandatory drug testing program, the OCAW said. Those workers on the job have no contract, no protection against arbitrary firing and no contractual right to refuse unsafe work.

Still locked out are more than 100 workers, including the local union president, financial secretary, group chairman and seven members of the negotiating committee.

On videotape

The Oil Chemical & Atomic Workers have produced a new videotape to tell the BASF workers' story.

"Locked Out!" documents the bargaining battles and the suffering union members and their families have endured since June 1984.

OCAW members have been traveling to cities in the Midwest—where BASF hopes to build hazardous chemical incinerators and landfills—showing the video and spotlighting the firm's poor environmental and labor record.

The 53-minute videotape is available from the OCAW, P.O. Box 2812, Denver, Colo. 80201.

Backpay upheld after contrived tests

St. Louis—A federal appellate court affirmed an arbitrator's award of backpay to 140 union construction workers who were fired from a nuclear power plant project in Callaway County, Mo., after they "failed" a psychological screening test required by Union Electric Co.

The 8th Circuit U.S. Court of Appeals upheld a lower court ruling that an arbitrator correctly determined that Daniel Construction Co., the project's general contractor, had dismissed the workers without good reason because the psychological testing was invalid.

When nuclear fuel was brought on site at the Callaway plant, Union Electric Co. imposed a security program resulting in the firing of 157 workers—members of the Electrical Workers, Sheet Metal Workers, Laborers, Operating Engineers and Painters—by Daniel Construction and its subcontractors.

The arbitrator held that the psychological testing was invalid, noting it had not been approved by the Nuclear Regulatory Commission. The dismissals also violated the project agreement between the unions and the general contractor. A federal district court upheld the arbitrator's decision and award.

In a split decision, the appellate court majority noted that a recent Supreme Court ruling, Paperworkers v. Misco Inc., "re-emphasized the limited role" given to federal courts in reviewing an arbitrator's award. The court stressed that it may not overrule an arbitrator's decision "simply because it believes its interpretation of the parties' collective bargaining agreement is the better one."

The court held that the arbitrator's award was based on provisions in the bargaining agreement and in "no way contravenes public policy of nuclear plant safety." The project agreement contained a broad arbitration clause that permitted an arbitrator to determine whether employees were discharged for cause and to set an appropriate remedy.

The company had argued that the "mistake that makes this award unenforceable occurred when the arbitrator concluded that he, rather than the NRC, should decide whether the plan was consistent with NRC standards." In rejecting this argument, the court said the company assumed the NRC had evaluated and approved the test, when the agency had not.

Teamsters endorse Bush-Quayle ticket

The Teamsters announced endorsement of the Republican presidential ticket of George Bush and Dan Quayle on the basis of returns from ballots included in the IBT's monthly magazine. The union said Bush received 50.2 percent of the 21,207 postcard ballots that were returned.

The IBT is one of three unions that abstained from voting on a presidential endorsement at the AFL-CIO General Board meeting last August. At the time, 64 unions representing 12,032,815 members voted to endorse the Democratic ticket of Michael Dukakis and Lloyd Bentsen as best for workers and the country. There were no votes for the Republican candidates.

AFL-CIO news

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Official Weekly Publication

of the

American Federation of Labor and Congress of Industrial Organizations

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Thomas R. Donahue, *Secretary-Treasurer*

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MEMO FROM COPE

Mike Means It...

SAFE, STRONG SOCIAL SECURITY

Following is Michael D...

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Mike Means It...

JOBS...JOBS...JOBS...

Following is Michael Dukakis' position on full employme...

"The single most imp...
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all workers. That has to ...
Number One goal of a n...
administration and...

Mike Means It...

PROTECT LIFE AND LIMB ON THE JOB

Following is Michael Dukakis' position on job safety/health laws and enforcement:

Existing job safety and health laws must be *vigoro... enforced* and violating firms brought into compliance swiftly and sternly. "*Right to know*" about life-and-h... threatening substances at the job site is every worke... *entitlement*. American employers must take all reas... steps to make the workplace safe. No worker's hea... life should be endangered by employer negligence. ... Reagan-Bush Adm...istration has *failed dismally* ... dangerously on jo... A Dukakis Adm... will make it a *pri...*

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DUKA...

☆☆☆☆☆

DOES GEORGE BUSH EVEN GRASP YOUR HOPES AND NE...

Can a "country club Republi... *collea...* eally ... d your ... of pr... e to ... wee...

How Does George Bush View Workers' Unions?

"George Bush stands ...ong for 'right-to-work'...

"I'm Paul Gass, . . . long-time member of the NRA."

"I'm proud to support Mike Dukakis and Lloyd Bentsen. . ."

Paul Gass, gun owner, hunter, NRA member, and member of IBEW Local 175, Chattanooga, Tennessee

"...because they believe like you and me, and millions of other law-abiding Americans, that we've got a right to keep our guns. For hunting, sport, or the protection of our families.

"That's why I'm mad about the lies George Bush and the Republicans are spreading about Governor Dukakis and guns—it's **baloney.** It's time for the facts.

"The fact is, Mike Dukakis and Lloyd Bentsen **support** the rights of gun-owners like us. Mike Dukakis has the same position as a majority of our law-enforcement officers.

"The fact is, gun owners in Massachusetts are happy with Governor Dukakis—sportsmen have guns—three times as many as when Mike Dukakis became governor."

"Because like Governor Dukakis says:

"'Sportsmen and hunters have a right to have weapons and to use them. And people have the right to defend themselves in their own homes.

"'What I'm concerned about is street gangs that are running around with Uzis and AK47s. We've got to help our police if we expect them to protect us.'

"Those are the facts."

MIKE DUKAKIS. LLOYD BENTSEN.
Strong Leaders. For A Strong America.

AFL-CIO Committee on Political Education

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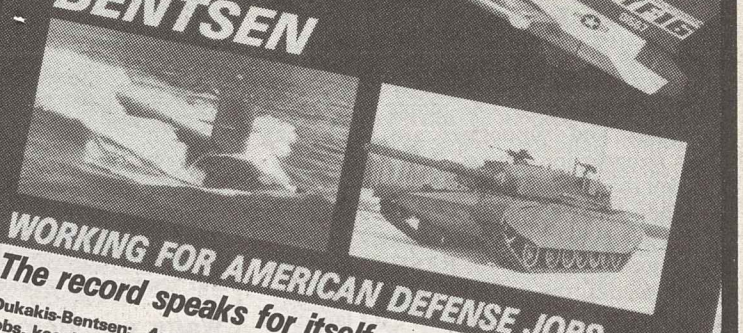
MIKE DUKAKIS
LLOYD BENTSEN



WORKING FOR AMERICAN DEFENSE JOBS.

The record speaks for itself . . .

Dukakis-Bentsen: *American* defense jobs, keeping *America* strong

Mike Dukakis and Lloyd Bentsen know we've got to bui... our conventional military strength. That's why th...

- the...
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Bush-Quayle: Contracting-out America's defense jobs

George Bush wants to spend hundreds of billions developing laser beams. But that means continuing to neglect our nation's conventional forces and the subcontracting of our jobs overseas. Here's what that ...se policy means for America:

...ke the F-16

Mike Means It...

GOOD HEALTH CARE EVERY AMERICAN'S RIGHT

Following is Michael Dukakis' position on health care issues:

This country needs a *long-term care progra...* financial wipe-out for those suffer... continuing care. Th... on th...

Mike Means It...

DECENT HOUSING AT AFFORDABLE PRICES

Following is Michael Dukakis' position on housing:

Restore federal financing and planning, stopped by the Reagan-Bush Administration, for extensive construction and rehabilitation of *decent rental apartments and homes* for purchase

tha...
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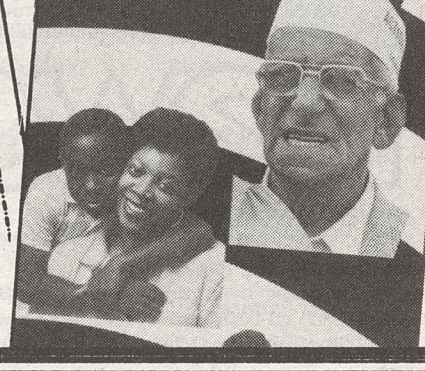
WHOSE AMERICA IS IT?



Mike Dukakis says "it's time to take America back."

Family income for working Americans isn't keeping up. But the super-rich in our country have gotten even richer.

We say it's time to take America back, and so does Mike Dukakis. Because he's on *our* side.

George Bush took care of his rich friends.

It takes $2400 *each* year from *every* American working family, just to pay the interest on the mountain of debt George Bush and the Republicans ran up in the last eight years.

Debt caused by the Republicans' massive tax breaks for the rich and the giant corporations.

That's why George Bush and the Republicans tried to cut our parents' Social Security. Raised the cost of Medicare. Slashed money for our children's education.

They're not going to make their rich, corporate friends pay for that red ink. In fact, under George Bush's administration, each of the wealthiest few in America will get another massive tax *break.*

And they'll make us pay again.

Unfair foreign trade destroys American jobs.

Since 1981, millions of *good-paying* American jobs have been destroyed by unfair foreign imports. For the first ti...

Here are several samples of camera-ready 8½x11 inch flyers urging union members to vote the Dukakis/Bentsen ticket November 8. Kits of these flyers for councils or local unions to reproduce and distribute to members are available from National COPE.

AFL-CIO news

VOL. 33, NO. 44
SATURDAY
OCTOBER 29, 1988

UNION YES

Democrats hold lead in contests for Congress

Election stakes high for workers as Republicans mount bid for takeover

By David L. Perlman

The 101st Congress that takes office in January should bear a close political resemblance to its predecessor.

Workers will be well served if it does. The outgoing Congress responded to many of labor's concerns, despite vetoes and veto threats from a Republican Administration.

The Republican hope is a change comparable to the 1980 election that put Ronald Reagan in the White House. That's when Republicans gained 12 seats to capture control of the Senate. And while a GOP gain of 33 House seats left Democrats with a slim majority, it put effective control in the hands of a Republican-led conservative coalition.

With Congress giving Reagan a virtual blank check, workers took a beating. Unemployment soared above 10 percent, imports demolished entire industries, and huge rips were torn in the safety net for the poor and jobless.

Democratic comeback

The 1982 elections saw a Democratic comeback in the House. But the arithmetic of Senate elections, where only one third of the seats are at stake each two years, put off Democratic recapture of the Senate until the 1986 elections.

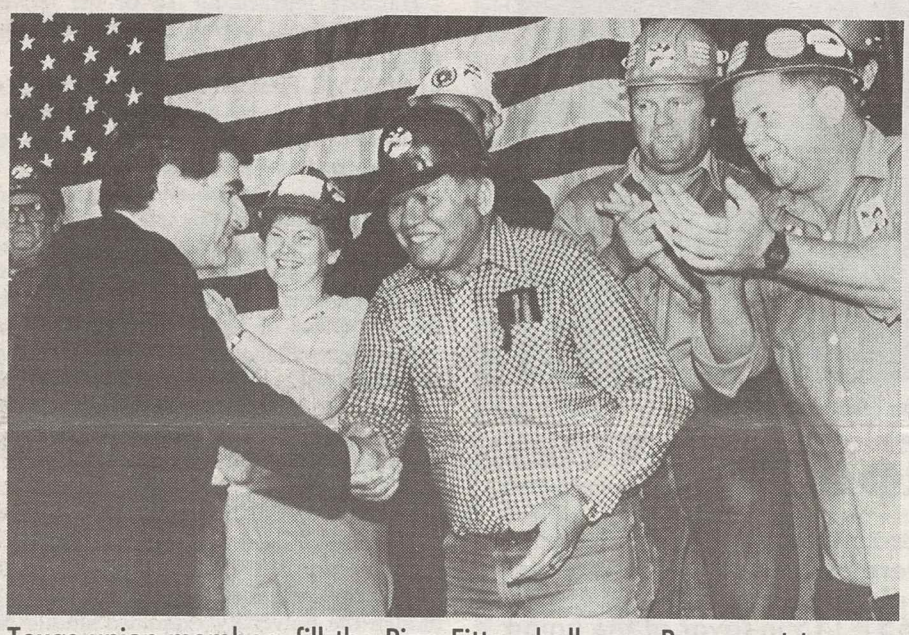
In this election year, the coattail effect of the presidential tickets appears minimal. Democratic candidates are identifying with the party's presidential ticket even in states George Bush is likely to carry. And some Republican candidates are running strong in Dukakis-Bentsen territory.

Of the 33 Senate seats at stake, 18 are held by Democrats and 15 by Republicans, which would seem to give the GOP an edge. But despite the arithmetic, Democrats have a good chance to add a seat of two to their present 54-46 majority.

Open seats, most vulnerable to party change, are equally divided. Democratic senators are retiring in Florida, Mississippi and Wisconsin; Republican senators in Virginia, Vermont and Washington.

Continued on Page 6

Campaign countdown



Texas union members fill the Pipe Fitters hall near Beaumont to overflow at a 7 a.m. rally for Michael Dukakis and Lloyd Bentsen. Some 2,000 who couldn't get in listened outside over a public address system.

New Jersey union and environmental protesters at George Bush's campaign office unfurl list of 6,000 toxic law violators who received no fines. The rally was sponsored by the state Industrial Union Council.

Worksite handbilling spurs voter turnout

The trade union movement's get-out-the-vote campaign will feature the largest single distribution of campaign literature ever conducted at America's union workplaces on Friday, Nov. 4.

Its purpose is to make sure that workers know why their unions and the AFL-CIO have endorsed the Democratic presidential ticket of Michael Dukakis and Lloyd Bentsen, and to encourage the largest possible turnout at the polls on Election Day.

Its message is that elections are decided by votes, not polls, and that the outcome is important to workers and their families.

In some locations where Bush-Quayle distortions have damaged the Dukakis campaign, handbills will refute Republican misrepresentations of Dukakis's positions on defense issues and gun ownership.

The AFL-CIO's get out-the-vote effort on behalf of labor-endorsed candidates includes letters to the homes of union members. It includes telephone calls from phone banks staffed by union volunteers and retired members.

Some 6 million union members have already received letters addressed to them by name from presidents of AFL-CIO state or local central bodies. That's in addition to membership mailings undertaken by several affiliated unions and member-oriented election features in nearly every union publication.

As in the earlier Oct. 12 Leaflet Day, many of the members of the AFL-CIO Executive Council and other top union officers will be out at jobsites to lead the effort. Council members involved in the election campaign have been asked by AFL-CIO President Lane Kirkland to

Continued on Page 5

Rail jobless benefits raised as House, Senate adjourn

Congress increased unemployment and sickness benefits for more than 300,00 railroad workers in one of the last bills passed before adjournment.

It also voted a one-year reprieve for the tax-exempt status of two categories of union-negotiated employment benefits, and dropped a controversial plan to allow random drug testing of millions of workers from the final version of an anti-drug bill.

House-Senate conferences on complex drug and tax bills delayed the adjournment of the 100th Congress until the early morning hours of Oct. 22, two weeks later than the original target date. But in the end, differences were resolved with a minimum of rancor and the final versions had strong bipartisan support.

For the nation's 310,000 railroad workers, an unemployment and sick benefit program the Reagan Administration has sought to discontinue will be improved.

Instead of being covered by state

Continued on Page 2

Harvard flunks test on worker rights

Labor Board judge rejects challenges to AFSCME organizing win

Boston—Harvard University got an "F" on its worker rights test from a National Labor Relations Board law judge. AFSCME was graduated summa cum laude.

Overruling harvard's objections, ALJ Joel A. Harmatz upheld the AFSCME affiliate's representation election victory and recommended the NLRB certify the union as the bargaining agent for the university's 3,400 clerical and technical workers.

Harmatz found that the university's outline of election day is "replete with misinterpretation of the record," with Harvard making references that "are not supported by or grossly overstate the proven facts."

Fiction, not fact

Harvard's tendency "to disguise as fact argumentative and sometimes frivolous interpretations" was soundly criticized.

With nearly 90 percent of eligible Harvard workers voting in the May election, the union won 1,530 to 1,486. Rather than recognizing the union and sitting down to bargain, Harvard management sought to overturn the vote, charging that the union engaged in "misconduct" during the election.

University President Derek C. Bok and the "Fellows of Harvard College" insisted in their NLRB challenge that the misconduct included "a blizzard of propaganda on the line of march to the polls" to intimidate the voters.

Continued on Page 2

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10/29/88

UFCW sues meatpacking firm for pay chiseling

Sioux City, Iowa—The Food & Commercial Workers filed a $35 million lawsuit against John Morrell & Co., to force the meatpacker to stop cheating as many as 5,000 workers of their pay.

The lawsuit charged that, over a three-year period, Morrell refused to pay production workers at three plants for the 20-30 minutes needed each day to put on, take off and clean required safety equipment. That time adds up to about three weeks' wages a year, the UFCW said.

The suit, to be heard in federal district court, was filed on the 50th anniversary of the federal Fair Labor Standards Act, which requires employers to pay their employers for required work, with overtime provisions for time worked beyond a 40-hour week. The lawsuit was brought by 11 active and former workers at plants in Sioux City and Sioux Falls, S.D., but also covers workers at the Arkansas City, Kan., plant and other Morrell facilities.

UFCW President William H. Wynn called the suit "an attempt to re-establish the rule of law and basic levels of human decency and corporate responsibility at Morrell."

The complaint charged that Morrell insisted "as a condition of employment that its production workers handle and clean required safety equipment," including steel mesh aprons and gloves, arm guards and belly guards.

Federal requirement

Federal health standards for the meatpacking industry call for workers to keep the equipment "meticulously clean," and Morrell workers were forced to clean their equipment at the end of their shifts or on meal breaks rather than on company time.

Compensation for this extra work should have been at overtime rates for most workers, the lawsuit charged. The UFCW is seeking $17.5 million in unpaid wages and overtime compensation, another $17.5 million in liquidated damages and a permanent injunction to end Morrell's willful violations of the wage and hour law.

Wynn said the lawsuit shows there are still major companies "cheating and chiseling workers out of wages they should rightfully receive 50 years after Congress outlawed the practice." By shorting workers' pay, Morrell also is cheating communities of the added buying power that should have been in those paychecks, he added.

Wynn also condemned Morrell's sweatshop working conditions, pointing out that the Occupational Safety & Health Administration is preparing to levy a record fine against the meat packer because of dangerous working conditions.

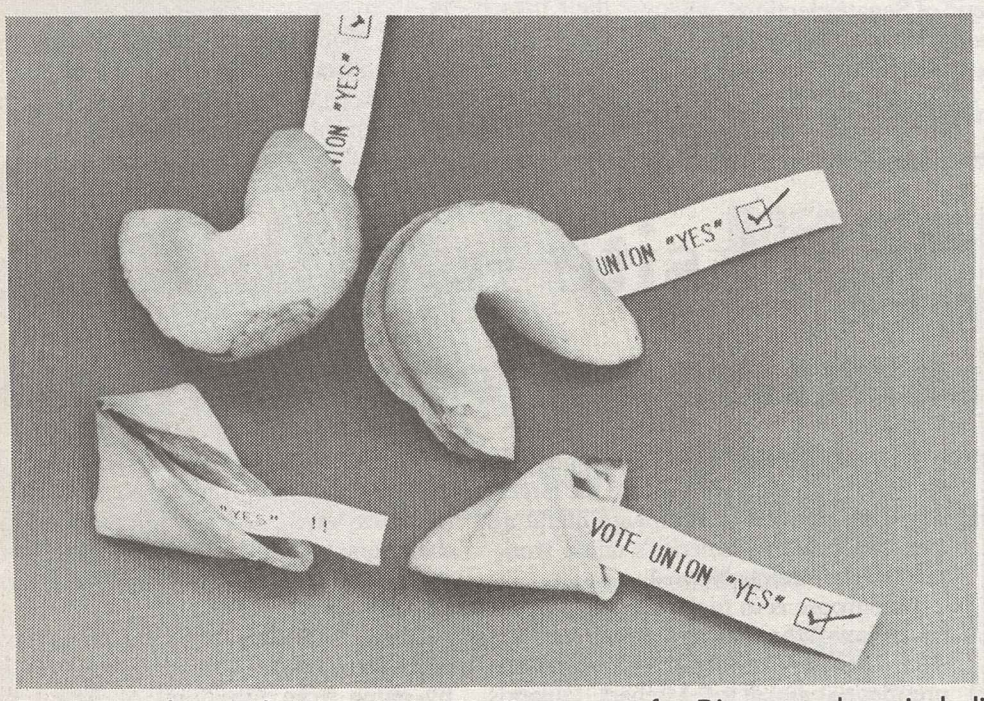
Earlier this year, the Labor Dept. fined Morrell $1 million for safety and health violations.

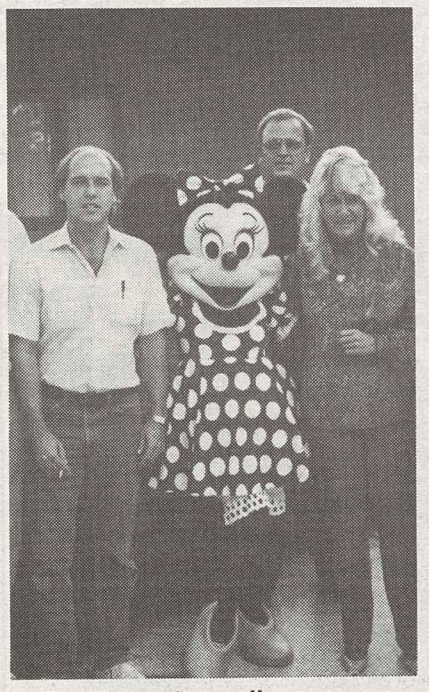
At a news conference in Sioux City, members of UFCW Local 1142 and Local 304A said they wanted Morrell to stop cheating meatpacking workers. "They're wanting you to do things on your own time, as far as cleaning up equipment and getting equipment ready to go to work, and they don't want to pay for it," said Ron Hasse of Local 1142.

Labor Dept. Suit

A UFCW investigation in 1986 prompted the Labor Dept. to sue IBP Inc. for similar wage-chiseling practices at 10 plants. After the government filed its suit, IBP changed its policies but is challenging the back pay claim, the UFCW said.

Morrell was placed on the AFL-CIO's boycott list in September 1987. Union members and their families are asked not to buy Morrell meat products under the brand names of John Morrell, Rath Blackhawk, Nathan's Famous, Tobins First Prize, Hunter, Tom Sawyer, Krey, Partridge, Rodeo, Scott Petersen, Bob Ostrow, E-Z Cut, Table Trim, Golden Smoked and Carson Ribs.





Fortune cookies with "Vote Union Yes" message for Disney workers, including "Minnie Mouse."

Disney workers vote 'Union Yes'

Orlando, Fla.—By a 6-1 margin, a unit of 1,300 employees of Walt Disney World's Village Marketplace voted on Oct. 20 for the Service Trades Council, a coalition of six unions, to be their bargaining representative.

The Service Trades Council, which already represents 9,000 other Disney workers, includes the Teamsters, Food & Commercial Workers, Service Employees, Theatrical & Stage Employees, Hotel Employees & Restaurant Employees and the Transportation Communications Union.

The organizing campaign was short as more than 800 employees signed up with the council in three days. A representation election was scheduled by the National Labor Relations Board, after the council filed a petition and Disney agreed to a quick election.

The council's coordinated organizing effort included a six-member special projects organizing team (SPOT) from the UFCW headquarters in Washington, with a portable computer to produce the campaign literature. Organizers and volunteers spent several evenings stuffing fortune cookies with an extra message that said "Vote Yes." The cookies were passed out to the workers the day before the election.

The vote tally of 651-115 in favor of the union included several ballots that were not marked in either the "yes" or "no" box, but were marked on the back: "Union Yes." The board agent counted them as yes votes saying "the employees' intent was clear."

The 1,300 new union members work mainly at the Village Marketplace, a shoppinig and restaurant complex in Lake Buena Vista. About 20 employees work at the Walt Disney World on Parade retail store at Orlando International Airport.

Key issues in the organizing drive were the lack of any significant pay increases over the past six years. Pay rates currently are $4.85 an hour to start, rising to a maximum of $6.80 an hour in five years. Further, the workers couldn't transfer to the other Disney enterprises without quitting their current jobs and starting over at the bottom rung of the seniority ladder.

Harvard rebuffed on objections to AFSCME victory

Continued from Page 1

That "blizzard" consisted of a series of union signs and strings of balloons outside the polling areas.

Harmatz rejected all 12 of the university's challenges, ruling that no evidence existed to support Harvard's claims.

AFSCME President Gerald W. McEntee called the university organizing campaign a critical one for Harvard workers and "a test case for the labor movement."

"This was a vote for self-representation, a voice in the decisions that touch people in the workplace," he said, noting that the issues raised in the campaign—quality child care, decent benefits and job flexibility—"affect the workplace of today and tomorrow."

The key challenge, Harmatz said, was over the union's offer of transportation and other assistance to enable supporters to get to the nine polling places, including one that was a two-hour drive from the university.

Transportation offer

Harvard claimed that the union's offer of transportation only to those likely to vote for union representation was discriminatory, although the university expanded shuttle bus schedules, and in one case, reimbursed a worker who could not use the shuttle service for her taxi fare. But the union noted that it merely offered its supporters "an alternative to riding with the boss" and the judge agreed.

In dismissing the university's claim that the AFSCME Harvard Union of Clerical & Technical Workers "heightened the pressure" on union supporters by displaying campaign materials, Harmatz pointed out that the materials did not interfere with workers' free choice.

Harmatz also rejected the university's objection to union supporters maintaining a list of eligible voters. Harvard's view that "list-keeping inherently interferes with the employees' right to decide whether or not to vote" has never been expressed by the NLRB, he said.

Harvard has two weeks from the Oct. 21 ruling to appeal the decision.

Rail jobless benefits raised as Congress adjourns

Continued from Page 1

unemployment insurance programs, which normally are limited to 26 weeks, rail workers are covered by an employer-funded program that provides from 26 to 52 weeks of benefit payments, depending on length of service, at a fixed rate of $25 a day.

Congress ignored Administration bills to scuttle the employer-financed railroad plan, which covers sickness as well as joblessness, and put rail workers under state unemployment insurance systems.

The new legislation, based on proposals of a union-management commission, raises the benefit rate $5 a day, to $30. It will be adjusted each year by increases indexed to wage levels. But the tradeoff for the improvements is a two-week waiting period each year before benefits are paid.

The legislation eliminates a restriction on non-railroad employment by workers receiving retirement benefits. And it requires employers to continue paying additional amounts into the retirement fund until the full amount "borrowed" to make up a shortage in the unemployment insurance account has been repaid.

The House had approved these railroad retirement changes in a bill it passed last year. The Senate Finance Committee wrapped it into the catchall "technical corrections" tax bill.

Temporary reprieve

The same bill grants a one-year reprieve for the tax-exempt status of employer-provided education and legal services benefits that expired at the end of 1987.

If Congress had not acted, the value of such benefits would have been considered taxable income this year, and unions would be less likely to seek education and legal benefits at the bargaining table.

The new bill excludes from 1988 taxes up to $5,200 in educational assistance below the graduate school level.

It also writes into permanent law a tax exemption covering the value of tuition for research and teaching assistants, who are usually allowed to take tuition-free courses for advanced degrees while working as aides to professors.

A number of unions have negotiated group legal services benefits for workers, a relatively low-cost protection. The legislation leaves untaxed up to $70 in premiums for group legal service plans, but only for this year. Unless the new Congress acts, the benefits would be treated as as taxable income in 1989.

On drug testing, the Senate bill would have required random testing of rail, air, motor carrier, mass transit and nuclear power workers. But the labor-opposed provision was dropped by the conferees.

The Dept. of Transportation has proposed regulations calling for random testing of workers, without specific cause, and the failure of Congress to act doesn't stop that process. But it makes it easier to challenge the regulations in court, as some unions have indicated they will do.

Drug czar

The bill also includes creation of a Cabinet-level drug policy director—a so-called "drug czar"—who would coordinate all of the government's anti-drug programs. Its adoption was a victory for Senate Judiciary Committee Chairman Joseph R. Biden (D-Del.).

In 1982, when President Reagan thought the drug problem could be handled along with other duties by a task force headed by Vice President Bush, he vetoed an anti-crime bill because it would have set up such a Cabinet-level post.

This time around, the White House was silent on the issue and there seemed to be no doubt that Reagan will sign the bill.

Health care field lacking in protections

A survey of health care workers by the Service Employees revealed "major shortcomings" in the safety procedures used in many health care facilities to protect workers from blood-borne infectious diseases, like hepatitis B and AIDS.

In releasing the survey results, the SEIU said that making permanent the "advisory" guidelines issued jointly by the Occupational Safety & Health Administration and the Dept. of Health & Human Services last fall would make enforcement easier, give employers more specific directions and provide more protection to workers.

OSHA has begun development of a standard on blood-borne infectious diseases, but a final rule could be years away, SEIU pointed out.

SEIU's survey covered workers in 100 departments at public and private hospitals, nursing homes, blood banks, mental health and mental retardation facilities, rehabilitation centers and prisons in 13 states. Conducted by local union business agents and health and safety specialists, the survey found:

- In 86 percent of the facilities, protective gloves were available to high-risk workers, but of those, just 65 percent provide gloves of sufficient quality to protect workers and 57 percent were available in sizes proper to fit workers' hands.
- Only 22 percent had standardized procedures designating which workers were at risk and the training and protective equipment needed to work safely.
- Just 6 percent of the departments reported that workers received the new hepatitis B and AIDS brochures sent to every health care employer last year.
- Three-fourths of the departments have hepatitis B vaccine available to high-risk workers, but it is only available to 67 percent of nurses, 48 percent of nurses' aides and 27 percent of housekeeping and laundry personnel.

Some 18,000 health care workers are infected with hepatitis B on the job each year and at least a dozen workers have been infected with the AIDS virus, SEIU said.

Federation President Kirkland gets enthusiastic response at regional meeting.

Kirkland scores Bush campaign aides

Cites divided allegiance of staff on foreign payrolls

San Francisco—AFL-CIO President Lane Kirkland denounced George Bush campaign officials who represent foreign nations at the fifth and final AFL-CIO regional conference.

"The law calls them 'foreign agents' and they are registered as such in the public records," Kirkland said. "But for American workers they are economic Benedict Arnolds, hiding with George Bush behind the American flag and getting ready to make a few dollars more if they get their front man into the White House."

The San Francisco regional conferences drew more than 300 union delegates from 10 western states to its workshops on legislative and political affairs. But the political rally closing the event was packed with an overflow crowd of Bay area workers who overwhelmed the seating capacity of 600.

"While Mr. Bush wraps himself in the flag, his campaign managers give true allegiance, the allegiance of their bank accounts, to the flag of any nation that will pay millions for the access, and the insider information, they need to take jobs from American workers," Kirkland said.

And he recited this list:

- Bush campaign manager Lee Atwater, partner in a firm that made nearly $3.5 million representing a variety of foreign governments.
- Communications officer Jim Lake, who earns $300,000 representing Japan.
- Press Secretary Sheila Tate, whose firm received $2.4 million from Saudi Arabia and Venezuela.
- Foreign policy adviser Richard Fairbanks, who "went to work for the Iraqis after they blew up the USS Stark and killed 37 sailors and felt they needed an American mercenary to give them a warm and cuddly image."
- Quayle campaign manager Stuart Spencer, $350,000 from South Africa and $25,000 a month for advising Manuel Noriega of Panama.

"Together, this crowd operates on the principle that the worst finks in the world need love too—and they're ready to provide it for a price."

So, Kirkland asked, "when they open their meetings to plan George Bush's latest smears against the patriotism of Michael Dukakis, what flag do you suppose they pledge allegiance to?"

Rep. Barbara Boxer (D-Calif.) and State Assembly Speaker Willie Brown also addressed the rally. Every precinct she had visited in recent days, Boxer reported, had unprecedented numbers of volunteers working for candidates from Dukakis-Bentsen on down. She questioned whom the pollsters were polling.

Brown stirred the audience with his well-known oratorical skills which in this case literally stopped the show: AFL-CIO Sec.-Treas. Thomas R. Donahue simply announced that "no one wants to or could follow that" and ended the program.

Brown warned that the election of Bush would revive the Supreme Court nomination of the likes of Robert Bork and Douglas Ginsburg. "There is absolutely nothing I would want them to judge . . . oh, maybe they could judge the motel evangelists we've heard so much about lately. You are supposed to get the judgment of your peers."

He also spoke of the United States as a nation of 240 million people, of whom, "by any objective standard, Dan Quayle ranks last."

Brown described a secret ambition of throwing the three network TV news anchors into confusion at 8 p.m. election night after "the real folk" had stacked the exit polling.

"Can you imagine what Tom Brokaw or Peter Jennings or Dan Rather would do if 70 or 80 percent of the exit polling answers came from people like us?" he asked.

Workers race to stay even as real hourly wages drop

Workers made no headway in buying power over the year, the Labor Dept. reported. While inflation was running at a 4.1-percent clip since September 1987, real hourly earnings dipped even though average weekly wages grew 4.2 percent because of a slightly longer workweek.

But the picture since 1979 was even bleaker, the AFL-CIO pointed out, as workers watched their real weekly wages shrink 7.7 percent.

After trailing behind 1987 levels most of the year, average hourly earnings in September rose five-tenths of 1 percent while average weekly hours inched ahead three-tenths of 1 percent. But that still left workers earning two-tenths of 1 percent behind 1987.

A three-tenths of 1 percent increase in the consumer price index last month nearly offset any gains and real wages advanced just five-tenths of 1 percent from August.

Leading the September CPI was a 1.9-percent jump in clothing prices and an eight-tenths of 1 percent jump in food prices. Food costs rose 5.2 percent over the year-ago period while apparel costs were up 3.8 percent.

Shelter costs rose two-tenths of 1 percent and natural gas and electricity prices increased five-tenths of 1 percent. Gasoline prices edged downward 1.1 percent, with heating oil costs dropping 2.1 percent.

Price hikes

In the third quarter, consumer prices rose at an annual rate of 4.8 percent, compared to 4.4 percent for all of 1987 and inflation rates of 4.2 percent in the first quarter and 4.5 percent in the second.

In other economic developments:

- The gross national product—which measures the nation's output of goods and services—dropped to an annual rate of 2.2 percent in the third quarter, the Commerce Dept. said. At that rate, the economy would have to grow 3.4 percent in the fourth quarter to meet the Reagan Administration's 3 percent GNP goal for 1988.

Leading the drag on the economy was a drop in net exports of $2.3 billion and drought losses. The third-quarter gap between imports and exports rose to $2.7 billion as imports shot up 12.4 percent.

- Orders for durable goods—those expected to last three or more years—plunged 4.1 percent in September, the Commerce Dept. said, led by declines in transportation and defense equipment.
- Producer prices rose four-tenths of 1 percent in September, led by a steep hike in food costs, the Labor Dept. said.
- No change was posted in industrial production last month, the Federal Reserve Board said, the first month since February that output in the nation's mines, factories and utilities did not increase.

Social security boost in benefits set at 4%

Social security recipients will see a 4-percent cost-of-living increase in their benefit checks beginning in January.

The higher benefits are tied to the 4.2-percent rise in the consumer price index between the third quarter of 1988 and the year-ago period.

The Social Security Administration said the average monthly benefit for a retired worker will increase by $21 to $537. The average benefit for a retired couple will rise $38 to $921.

Beginning in January, social security taxes will be paid on the first $48,000 of 1989 income, up from $45,000 this year. The tax rate—paid by workers and employers—will remain at 7.51 percent next year but will increase to 7.62 percent in 1990.

Unionists in the news

John C. Carroll, executive vice president of the **Communications Workers** since 1980, retired Oct. 16. A union member for more than 50 years, Carroll had coordinated CWA's bargaining with AT&T and Bell System since 1976. Prior to 1980, he had served as a district president and assistant to the president.

J. William Blatz, director of field operations for the **Newspaper Guild** since 1969, retired in September. Blatz, 70, had been on the Guild staff for 43 years. Before joining the staff, he was president of the Columbus, Ohio, Guild.

Auto Workers Vice President **Donald F. Ephlin**, head of the UAW's General Motors Corp. department, announced he will retire in June 1989. Ephlin pioneered the joint labor-management programs now in place at GM and negotiated the agreement with GM's new Saturn Corp. subsidiary.

Clothing & Textile Workers President **Jack Sheinkman**, New York state chairman for United Nations Day, called for a "commitment to workers' rights" around the world in ceremonies marking UN Day on Oct 26. Stressing that workers' fates are interlocked, he said the "problems we face today are too fierce to tackle without a commitment to upgrading workers' conditions in every part of the globe."

The **Teamsters** executive board confirmed the appointment of **Francis Hackett** as 16th vice president, filling the vacancy created by the accession of **William J. McCarthy** to the IBT presidency. Hackett has been business agent of IBT Local 25 in Boston since 1973. McCarthy announced the appointment of Vice President **Dan Ligurotis** as director of the Central Conference of Teamsters, and of IBT Joint Council 91 President **Louis Lacroix** as director of the Canadian Council of Teamsters. McCarthy also appointed Vice President **Walter J. Shea** as his executive assistant.

The 15th annual Paul Robeson Award was presented to **Jacques d'Amboise**, founder and artistic director of the National Dance Institute. The award is named for the first president of the **Actors' Equity.** d'Amboise founded the institute to provide children the opportunity to discover the arts through dance.

Meredith S. Buel, special assistant to the chairman of the **National Mediation Board**, died of cancer Oct. 24 in Washington. Buel was a member of the Newspaper Guild Local 35 from 1948 to 1958 when he was with the old Washington Evening Star. He had been at the NMB since 1978.

Elimane Kane, deputy director general of the **International Labor Organization,** died in Geneva after returning from a mission to Africa. Kane, 54, headed the ILO's United Nations Liaison Office in New York in the 1970s.

Vaughn Ball dies at 53, BCT research director

Arlington, Va.—Vaughn Ball, research and education director for the Bakery, Confectionery & Tobacco Workers since 1971, died of cancer Oct. 25. He was 53.

In 1953, Ball joined the Packinghouse Workers—now the Food & Commercial Workers. While working at John Morrell & Co. in Iowa, Ball earned a bachelor's degree from William Penn College and continued his graduate studies at the University of Iowa.

In 1970, Ball served as an intern with the AFL-CIO Dept. of Social Security. A year later, he joined the BCT research and education staff.

Survivors include his wife Virginia and eight children. Memorial services were held at Dublin United Methodist Church in Falls Church, Va.

Dukakis Responds to Worker Concerns

Why should we vote for you? . . . to create good-paying jobs in the U.S.

The Auto Workers asked Democratic presidential candidate Michael Dukakis to respond to questions of UAW members. Dukakis did so, and his answers appear in the October issue of Solidarity, the UAW magazine:

Q—*If you had to give people a single reason why they should vote for Dukakis and Bentsen, what would it be?*

A—I'd ask them to look at the past eight years and then to think about their future. Under Reagan and Bush, we've seen many of our best jobs lost to overseas production. The trade deficit has jumped to its highest level. America has gone from being the largest creditor nation to the largest debtor. The new jobs created in this deindustrialized society pay lower wages—in fact, the average U.S. weekly wage now buys 7.7 percent less than in 1979, and many families can make it only if a second family member works.

I don't intend to let this situation continue. I'm not running for President to create jobs in Japan or Germany. I intend to see them created right here at home. . . .

Q—*What differences would union families notice in Washington once you're elected?*

A—I think the biggest difference you'll see is an Administration that genuinely cares about working people and makes its decisions with workers in mind.

When we develop trade and economic policies or enact programs for education and health care or worker safety, you won't find us being dictated to by the bankers or the big corporations or the insurance lobbies or any other special interest. We're going to make those decisions based on what will be good for the millions of hard-woking, decent families in this nation—the people who pay the bills, who want a better life for themselves and their children.

Q—*There still is skepticism over politicians making promises they can't keep. Is there anything in your background that says you'll do better?*

A—Skepticism is healthy—but judge me by my record. I've always worked closely with labor. I was the first governor to sign into law a state plant-closing bill that gives 90 days advance notice and severance pay to workers. We were able to open 46 worker-assistance centers, and provided 115 companies with services to help avoid layoffs or plant closings. Last spring, I signed into law a plan that provides universal health care to the citizens of Massachusetts—the first bill of its kind in American history, and I will seek to enact similar legislation at the national level. I think this kind of record shows that I know how to act on my beliefs. . . . .

Q—*Sometimes you're protrayed as a "technocrat" or a "good manager"—but without real compassion for people. Bush calls you an "iceman." How do you feel about that?*

A—I don't like it. The people who know me well know that those descriptions simply don't wash. If I didn't care about people, I wouldn't have worked as hard as I did to keep plants from closing and workers from being thrown out of their jobs. If I lacked compassion, I wouldn't have put the energy into getting a law passed to provide health insurance for every family in my state. I'm at my best when working with people on their concerns and their hopes for the future, and that's what I intend to do as President.

Q—*The media have played up Bush's charges about your "patriotism"—specifically the issue of the Pledge of Allegiance, and your membership in the American Civil Liberties Union . . . Does that disturb you?*

A—Mr. Bush probably doesn't realize that one of his top campaign lieutenants, former Republican Governor Bill Milliken of Michigan, is on the ACLU's advisory board. I don't agree with every position the ACLU takes but, like Douglas MacArthur, Dwight Eisenhower, John F. Kennedy, and many other leaders of both parties, I think it has helped protect the Constitution for all Americans by defending the rights of even the most unpopular dissenters. Bush's ACLU remark was a cheap shot—just like his repeated attacks on my patriotism.

If the Republicans are so concerned about patriotism, why have the allowed the White House to become a stepping stone for those who seek more lucrative positions in the private sector? Or worse yet, why has the Vice President said nothing while many of his colleagues and subordinates have been using their contacts to assist foreign governments—some of which smuggle drugs to the United States—gain access through the White House "back door"? I can tell you one thing: in a Dukakis Administration, officials will pledge allegiance to only one flag: Old Glory.

Q—*Another charge leveled against you is that you're "soft on crime." Many UAW families are concerned about the effects of crime, the increase in drug use, and the "furloughs" issue.*

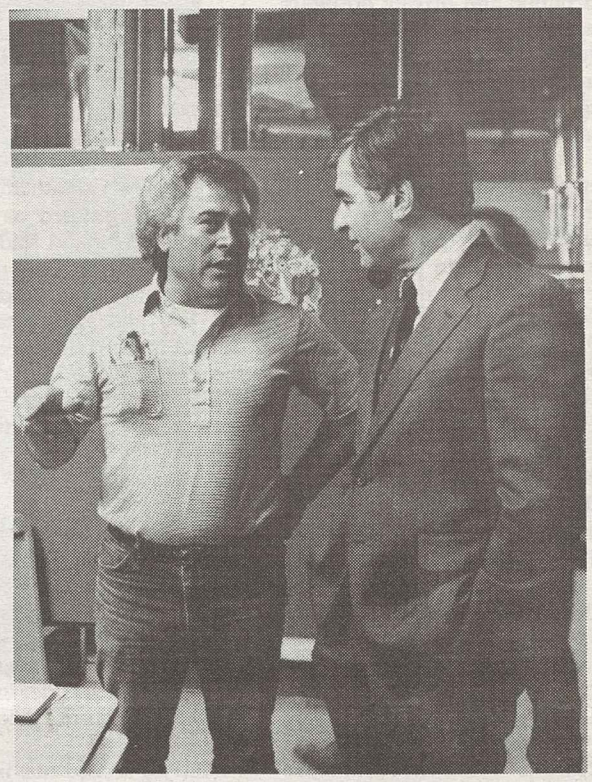
A—Every time Bush raises this issue, he neglects to mention the most important fact—that the furlough program in Massachusetts was started by Republican Governor Frank Sargent, not me. As far as I know, Bush has never criticized the furlough program in California that was started when Ronald Reagan was governor. And he never talks about his federal furlough program that has given thousands of furloughs to drug dealers serving time in federal prisons.

As Governor, I stopped the program. And I've personally led the fight against crime in my state. The results: crime is down by more than any industrial state in the counrty. The lowest murder rate of any industrial state in the country. Five times as many drug offenders are in jail today as compared with 1983. Drug use among Massachusetts high school seniors is down. And we have one of the nation's first victims' Bill of Rights and victim compensation programs.

As President, I'll wage a real, not phony, war against crime and drugs.

Q—*There are a lot of other family-related issues—education, health care, providing for our elderly parents. . . . . Can you tell us what you'd do, for example, to help people cope with the rising costs of education?*

A—I'm well aware of the kinds of pressures that families are under, especially with so many cuts in federal education programs under the Republicans. To get a well-paying job our kids are going to have to have more education. I will establish a national student loan program so that no American who wants to go to college is denied that opportunity.



Dukakis in the shop.

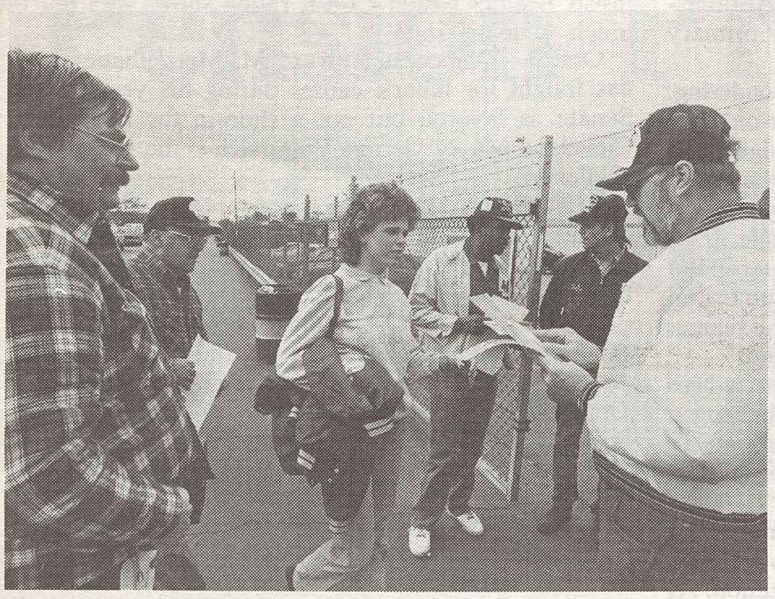
Q—*Do you see any need to raise taxes during your administration? How will you ever reduce the record budget deficit without doing so?*

A—There are only four ways to reduce the federal budget deficit: cut spending, increase revenue, lower interest rates, and improve economic performance. We must do all four.

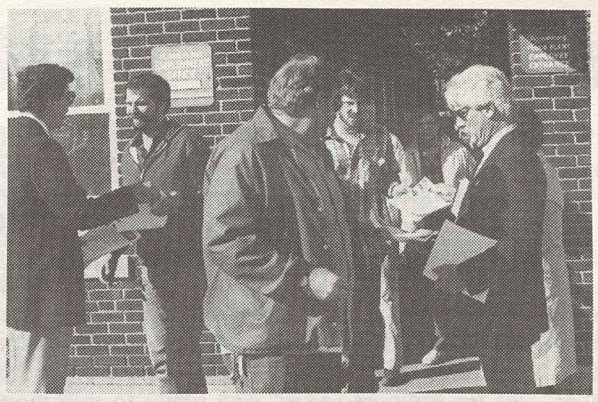
No serious candidate can rule out the possibility of new taxes. But before we rush to impose new taxes on the working people of this country, we should collect every dime we can of the billions of dollars in federal taxes that go uncollected every year.

Moreover, we need a President who can make the tough choices on spending. As governor, I've balanced ten budgets and cut taxes five times. Unemployment in my state is only 3 percent.

What does Mr. Bush offer? A five-year, $40 billion tax giveaway for the rich. Another $30,000 gift to people making $200,000 or more a year. And where did he go to try to cut federal spending in 1985? Social security. He once called social security "largely a welfare program." Social security isn't welfare. It's a contract between generations. Lloyd Bentsen and I will keep that contract.



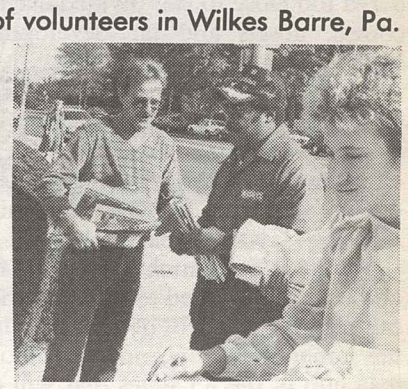
It's 'Dukakis Yes' at this UAW plant in Livonia, Mich.



Rubber Workers leaflet Armstrong plant.

No shortage of volunteers in Wilkes Barre, Pa.

New Jersey UFCW workers spread labor's message.



Hershey, Pa., is BCT territory.

Worksite leaflets spark labor's get-out-vote drive

Continued from Page 1

take a direct role in "battleground states" where they have substantial membership.

Some unions will be distributing their own election flyers. Others will use COPE leaflets prepared for the campaign windup.

The basic leaflet asks "Whose America Is It?" "Mike Dukakis is on our side," it says. "Let's take America back."

It challenges Bush's proposal for a new tax cut for the super-rich at a time when it is costing American working families $2,400 a year "just to pay the interest on the mountain of debt George Bush and the Republicans ran up in the last eight years."

It points to "millions of good-paying American jobs destroyed by unfair foreign imports." And it protests the selling of America, pointing to foreign ownership of 10 percent of the nation's manufacturing base, 20 percent of U.S. banks, and huge chunks of valuable land.

An alternate handbill is keyed to defense plants where workers have been barraged by Bush-Quayle attempts to distort the Democratic position. It lists the many specific defense programs Dukakis and Bentsen have supported—and their commitment to "buying American-made parts to keep defense jobs in America."

By contrast, it cites Bush's policy of neglecting conventional forces "to spend hundreds of billions of dollars developing laser beams."

It points to "420,640 American defense jobs gone overseas in 1987 alone because of foreign subcontracting," and to "silicon chips for American missiles made in West Germany, anchors for our Navy made in Spain."

A third leaflet features Paul Gass, a longtime member of the National Rifle Association and of Electrical Workers Local 175 in Chattanooga, Tenn.

He tells why he's "proud to support Mike Dukakis and Lloyd Bentsen" and "mad about the lies George Bush and the Republicans are spreading."

The leaflet quotes Dukakis on the right of sportsmen and hunters to have weapons and to use them, and the right of people to defend themselves in their own home.

Dukakis and Bentsen "support the right of gun owners like us," the leaflet declares. Mike Dukakis has the same position as a majority of our law enforcement officers."

Letters sent to members' homes also carry labor's endorsements for Congress and state offices and touch on special state concerns, such as attempts to impose an anti-union "right-to-work" law in New Mexico.

State Fed mounts 'best ever' effort in South Carolina

Myrtle Beach, S.C.—The South Carolina AFL-CIO convention pledged to "mount the most effective registration, information, and get-out-the-vote and volunteer recruitment efforts we have ever conducted" in support of labor-endorsed candidates.

The 200 delegates took part in workshops on grass-roots legislative action and getting out the vote.

State Federation President G.O. Smoak reported to the convention on changes in South Carolina's workers' compensation law. His report also covered the state body's "labor in the schools," job training and legislative action programs.

A convention resolution called for national legislation to restrict the hiring of temporary employees on a long-term basis. It noted that temporary workers are usually paid less than permanent employees and generally get no benefits or seniority.

The delegates urged union families to patronize only union food stores and to boycott Harris-Teeter Co., which has "waged an 18-year war on its employees at the Charlotte-area warehouse and bakery," and battled unions who represent workers at stores it has purchased in South Carolina, North Carolina and Virginia.

Legislative goals

In other resolutions, the convention called for legislation to allow agency shop fees, opposed contracting out of public employees' work, supported legislation to provide lifetime benefits for permanently disabled workers, and pledged assistance to the Auto Workers' organizing campaign at Mack Trucks in Winnsboro.

Machinists President William W. Winpisinger spoke of the importance of electing labor-backed candidates. Noting that half of the U.S. District Court judges are Reagan appointees, he warned that if George Bush wins the presidency, the balance of the Supreme Court and the U.S. judicial system would move even further to the right.

Other guest speakers included Vice President Lee Levin of the Coalition of Labor Union Women, Democratic congressional candidates Wheeler Tillman and Jim Leventis, state Sen. Theo Mitchell, state Democratic Chairman Frank Holleman III and Region V Director Green Lewis.

Safety panel rebuked on union ban

Review officer sought to bar Carpenters organizer

Boston—A federal appellate court slapped down an Occupational Safety & Health Review Commission administrative law judge for attempting to control a union organizing campaign by barring an organizer from a safety hearing involving General Dynamics Corp., a major defense contractor.

The 1st Circuit U.S. Court of Appeals found that ALJ David Knight's ejection of Carpenters' organizer Stephen C. Perry from the proceedings was a "naked attempt to control the course of the union's campaign" and "so far exceeds the proper scope of the Commission's authority as to constitute a usurpation of power."

Carpenters President Sigurd Lucassen welcomed the ruling, noting that the court "has recognized that the First Amendment protects organizers' speech in the context of an organizing campaign."

The appellate panel said Knight was "trying to regulate the contents" of literature that Perry had distributed in a campaign to organize 5,500 workers at General Dynamics' Quonset Point, R.I., shipyard.

Perry, as part of the organizing drive campaign by the United Shipbuilding Crafts, a three-union coalition of the Carpenters, Boilermakers and Plumbers & Pipefitters, helped get the Occupational Safety & Health Administration to inspect the facility. OSHA found numerous recordkeeping and safety violations, fining the firm $615,000 in 1987.

Finding challenged

General Dynamics and the workers both challenged OSHA's action—the company wished to quash the citations, while the employees wanted to speed abatement of the hazards. The workers chose Perry to represent them at the hearing.

At the hearing's outset, Knight warned the employees not to "use this proceeding for other exploitive purposes . . ." When Perry distributed campaign literature referring to the USC efforts to aid the workers at the hearing, the company asked that Perry be excluded from the hearing and Knight agreed. The ALJ told the employees to select another representative who was not a USC member

Perry petition's for OSHRC to review the matter was automatically denied after 30 days, as there was no way to get a quorum—two of the three commission seats were vacant.

In its ruling, the appellate court said it appears Knight's "orders were simply intended to keep the union from using General Dynamics' status as a defendant in the proceedings, and its own assistance to the employees in prosecuting the complaints, as propaganda in its organizational campaign."

Further, there is "no intimation that Perry or the . . . employees have done or failed to do anything in the proceedings which might be detrimental to the hearings," the court said.

To the contrary, Knight relied "exclusively on out-of-court statements made in the course of the union campaign" as the reason for the sanction, the court found.

The court said it expected Perry's "reinstatement as the employees' representative" without any retaliatory action. If not, the court indicated, it would be prepared to issue an order requiring it.

Rally climax to Wisconsin convention

La Crosse, Wis.—More than 1,000 delegates to the Wisconsin AFL-CIO convention joined other union members at a labor rally for the Democratic presidential ticket of Michael Dukakis and Lloyd Bentsen outside an abandoned Montgomery Ward & Co. store.

The rally followed a march to the post office where they mailed letters to Vice President George Bush calling on him to discuss issues such as the need for decent paying jobs, health care, funding for education and taxation based on the ability to pay.

State Federation President Jack B. Reihl said Bush failed to address the real issues. "While he wraps himself up in the flag, good-paying American jobs are being exported to other countries." He warned workers not to be fooled by the "prep-school patriotism" of Bush and to be concerned about the prospect of Dan Quayle "a heartbeat from the presidency."

Ohio Gov. Richard Celeste blasted Bush's record. "If you want a team that will be tough on the world's trade tables, if you want a team that knows the difference between Main Street and Wall Street, vote Dukakis-Bentsen," he said.

AFL-CIO Sec.-Treas. Thomas R. Donahue told the convention that American unions are "more unified than in a quarter century," and pointed to a recent Gallup poll showing labor's improved public image. But under the Reagan-Bush Administration, he said, workers have suffered a 7.7-percent drop in purchasing power since 1981.

Senate endorsement

A key convention endorsement pledged labor's support for Herbert Kohl for the Senate race opened by the retirement of William Proxmire.

The convention unanimously approved an increase in the monthly per capita tax from 30 cents to 33 cents per member, effective next Jan. 1, and then to 35 cents a year later.

To combat employer attacks on public employees, the convention urged affiliates to use the "Wisconsin Works" videotape to "counter the attack on public employees being made by Wisconsin's business leaders for their own personal gain."

In another resolution, the delegates called on the Unemployment Compensation Advisory Council to "further restore . . . benefits that were cut in 1983" and only partially restored in 1987.

The convention urged the legislators and governor to oppose any call for a national constitutionalconvention, called for improvements inthe workers' compensation program, condemned the anti-worker, anti-union actions of the Wisconsin Manufacturers & Commerce, opposed privatization of public services, backed a higher minimum wage and supported legislation and funding to increase the quality and available of child care.

Other guest speakers included national COPE Director John Perkins; Gloria Johnson, director of social action for the Electrical Workers, and Region 1 Director Charles Stott.

Democrats ahead in battle for Congress

Continued from Page 1

In the House, the pre-election Democratic majority is 257-178, counting three vacancies to the party last holding the seat. But of the 27 districts where no incumbent is running, 15 were last held by Republicans and only 12 by Democrats.

A mid-October analysis by Congressional Quarterly magazine pointed to a Democratic pickup of five or six House seats if there are no upsets and contests considered too close to call divided evenly. But there are, of course, upsets and late-developing trends in every congressional election.

The stakes are highest in the Senate, where the shift of a few seats can make the difference between Edward M. Kennedy (D-Mass.) or Orrin G. Hatch (R-Utah) as chairman of the Labor & Human Resources Committee, dealing with such issues as the minimum wage, prevailing wage laws and parental leave.

Kennedy and Hatch are both up for election this year, and both are favored to win. It is the Senate elections in other states that will determine which of them will set the congressional agenda on labor issues. Here's the matchup in the 33 states that will elect a senator:

ARIZONA—Democrat Dennis DeConcini is a strong bet for re-election in a state where Republicans are torn by feuding. Keith DeGreen, the GOP challenger, tried to make an issue of DeConcini's vote against putting Robert C. Bork on the Supreme Court. Bork came to Arizona to campaign for DeGreen, but hardly anyone noticed.

CALIFORNIA—Republican incumbent Pete Wilson is running scared, and with reason. Democratic Lt. Gov. Leo T. McCarthy is within striking distance. Wilson's edge is that he has about $6 million more than McCarthy to spend on a television blitz.

CONNECTICUT—Republican Lowell P. Weicker Jr. won labor's endorsement. Last year his voting record was nine right, one wrong on COPE's tally. He faces a strong challenger in Democratic Atty. Gen. Joseph I. Lieberman.

DELAWARE—It would be a major upset if Democratic Lt. Gov. S.B. Woo were able to stop Republican William J. Roth Jr. from winning a fourth term.

FLORIDA—With the retirement of Democrat Lawton Chiles, Florida's Senate contest was expected to be close—and it is. Democrat Buddy MacKay, a political moderate, and Republican Connie Mack, a hard-core conservative, both gave up safe House seats. Mack has tried to pin that "L" word on his opponent with TV commercials starting, "Hey, Buddy, you're a liberal." MacKay retorts that the ideological battle is "mainstream versus extreme," with the Republican candidate far off in right field.

HAWAII—There is no way Democrat Spark M. Matsunaga can avoid re-election. For the record, his Republican opponent is Maria M. Hustace.

INDIANA—Republican Richard G. Lugar appears a better bet than his state's junior senator, Dan Quayle, to be a winner this year. He's heavily outspending Democrat Jack Wickes.

MAINE—Democrat George J. Mitchell is a popular choice for re-election and Republicans have only Jaspar Wyman, the conservative head of the Christian Civic League, to run against him.

MARYLAND—Democrat Paul Sarbanes, a law school chum of Dukakis, is heavily favored for a third term. His Republican opponent, Alan L. Keyes, is a conservative black who served in the Reagan Administration and was drafted to run when the GOP primary winner withdrew last spring.

MASSACHUSETTS—In case you were wondering, Kennedy's Republican opponent is 33-year-old Joe Malone. While Malone is a personable campaigner, his message that the 56-year-old Kennedy is in "the autumn of his political years" isn't likely to win many votes.

MICHIGAN—Democrat Donald W. Riegle Jr. is taking nothing for granted in his bid for a third term. But his opponent, Jim Dunn, seems to be focusing his fire on the Republican National Committee, which he blames for not coming through with promised finances.

MINNESOTA—This is a battleground state, where Republican Sen. Dave Durenberger is being challenged by Hubert H. Humphrey III, known as "Skip." He's Minnesota's attorney general and is running for the seat his warmly remembered father once held.

MISSISSIPPI—The retirement of Democratic Sen. John C. Stennis opens up a seat that has brought two strong contenders from the state's House delegation. As the Mississippi AFL-CIO put it, "the difference couldn't be sharper." Democrat Wayne Dowdy has a voting record that is solidly mainstream Democratic. Republican Trent Lott, the assistant Republican leader, has been a solid Reagan ally.

MISSOURI—Republican John C. Danforth is counting on a big money advantage to carry him to a third term. His Democratic challenger is Jay Nixon, a state legislator who is campaigning hard to catch up.

MONTANA—Republicans had expected two-term Democrat John Melcher to be vulnerable this year, and Republican Conrad Burns has attacked him as too liberal for the state. But pollsters give Melcher the edge.

NEBRASKA—There is a very real chance of a Democratic pickup here. Republican Sen. David K. Karnes, appointed last year after the death of Democrat Edward Zorinsky, is facing strong opposition. His Democratic opponent is Robert Kerrey, Nebraska's popular former governor. Nebraska labor strongly backs Kerrey.

NEVADA—Republican Sen. Chic Hecht narrowly won a first term six years ago, but the oddsmakers don't think he can win a second term. Gov. Richard H. Bryan is favored to switch the seat Democratic.

NEW JERSEY—Republican Pete Dawkins, former West Point football star, army general and Wall Street executive, has been mounting a savage attack on Democratic Sen. Frank R. Lautenberg. But from the political trenches, the word is that Lautenberg has the edge for re-election in a close contest.

NEW MEXICO—This is another Senate seat Republicans had hoped to pick up by defeating Jeff Bingaman's bid for a second term. But it would be an upset if Republican challenger Bill Valentine were able to do it.

NEW YORK—For good reason, no Republican heavyweight wanted to challenge Democrat Daniel Patrick Moynihan's bid for a third term. So the GOP turned to Robert R. McMillan, who calls himself a "compassionate conservative." Remember the name. You probably won't hear it again.

NORTH DAKOTA—Democrat Quentin N. Burdick is favored over Republican Earl Strinden, who insists Burdick's high COPE rating shows he's out of touch with the state.

OHIO—Democrat Howard M. Metzenbaum, who has fought for labor's causes during his years in the Senate, is favored but not a shoo-in for re-election. Cleveland Mayor George Voinovich is the Republican challenger.

PENNSYLVANIA—Incumbent Republican John Heinz, a moderate concerned at the loss of industrial jobs, goes into the final weeks of the campaign with a big lead over Democrat Joe Vignola.

RHODE ISLAND—Political campaigns sometimes get fierce in compact Rhode Island, and Republican Sen. John H. Chafee has a fight on his hands. His strong Democratic challenger is labor-endorsed Lt. Gov. Richard A. Licht.

TENNESSEE—If Democrat Jim Sasser doesn't win a third Senate term with ease, his Republican challenger, Bill Andersen, will be as surprised as everyone else.

TEXAS—Only in Texas. Sen. Lloyd Bentsen remains on the ballot and is sure to win re-election to the Senate. But if he is also elected vice president, the state's Republican governor gets to fill the vacancy. Republican Beau Boulter, a two-term House member, hopes it will be him.

UTAH—The Democratic challenger to Republican incumbent Orrin G. Hatch is Brian H. Moss. He's the son of Frank Moss, who served three terms in the Senate before losing to Hatch in 1976.

VERMONT—A moderate Republican senator, Robert T. Stafford, is likely to be succeeded by a moderate House Republican, James M. Jeffords. But Democrat William Gray is putting up a fight.

VIRGINIA—A certain Democratic pickup of the seat held by retiring Republican John W. Warner. The Democratic candidate is former Gov. Charles S. Robb. Republicans nominated Maurice A. Dawkins, a retired black minister.

WASHINGTON—The retirement of Republican Dan Evans has put this Senate seat very much up for grabs. The Democratic candidate is Rep. Mike Lowry, who has earned his strong labor support. His Republican opponent is former Sen. Slade Gorton, who was beaten for re-election two years ago. It has the look of an "every vote counts" election.

WEST VIRGINIA—Democrat Robert C. Byrd is stepping down as the Senate majority leader, and will be in line to become chairman of the Appropriations Committee in the next Congress. There's no doubt that he'll be re-elected over a conservative Republican opponent, Jay Wolfe.

WISCONSIN—Retirement of Democrat William Proxmire opens the possibility of a takeover by Republican Susan Engeleiter, a state legislator. But the heavy television advertising that enabled Democrat Herbert Kohl to win his party's nomination appears to have given an edge in the general election. He's the owner of the Milwaukee Bucks professional basketball team.

WYOMING—Republican Malcolm Wallop is favored for a third term, and Democratic challenger John Vinich can't come near matching his campaign fund. But this contest is not out of range of an upset.

California unions focus on election

Los Angeles—The election choice is clear-cut, the California AFL-CIO convention said. Michael Dukakis is on the side of America's workers; George Bush is allied with labor's foes, delegates declared.

Some 400 delegates attacked the Reagan-Bush Administration record on health care, export of jobs, trade deficit, minimum wage, occupational safety and health, environmental protections, court appointments, labor legislation, rulings by the National Labor Relations Board and other campaign issues.

In other action, the delegates unanimously approved a 5-cent increase in monthly per capita dues, bringing the rate up to 30 cents.

They called for support of a ballot initiative to restore Cal-OSHA, the state occupational safety and health agency dismantled last year by Republican Gov. George Deukmejian.

John F. Henning, executive secretary-treasurer of the state federation, warned in his keynote address that the Republican campaign imperils the very institution of the presidency, which he said had become "nothing more than an assault force" for unscrupulous employers under the Reagan-Bush Administration.

James Herman, president of the newly affiliated Longshoremen & Warehousemen, said labor must wield its political strength in support of Dukakis.

Lt. Gov. Leo T. McCarthy, the COPE-endorsed candidate for the U.S. Senate, urged support for Dukakis and Lloyd Bentsen as well as for himself. Also speaking on behalf of the Democratic ticket were Atty. Gen. John Van de Kamp, State Controller Gray Davis, Assembly Speaker Willie L. Brown Jr., Tom Hayden, chair of the Assembly Labor & Employment Committee, Los Angeles Mayor Tom Bradley and Paul Kirk, chairman of the Democratic National Committee.

Henning was re-elected executive secretary-treasurer and Albin Gruhn was re-elected president for new two-year terms.

Three new vice presidents were elected, including Michael J. Riley, president of Teamsters Joint Council 42 in Southern California and a member of the IBT Executive Board.

Riley addressed the convention along with the presidents of the other two California Teamsters joint councils—Norbert Miller of Joint Council 38 in the central part of the state and Chuck Mack of Joint Council 7 in Northern California.

Elected to replace retiring members of the council were David Reiser, president of Food & Commercial Workers Local 428 and of the Santa Clara County AFL-CIO, and Margaret Dean, president of California State Employees, Local 1000 of the Service Employees.

David St. John named assistant to Kirkland

David C. St. John has been appointed assistant to AFL-CIO President Lane Kirkland and will serve as a writer in the president's office.

Since 1983, St. John, 30, had been special assistant to the Democratic chief counsel of the Senate Committee on Commerce, Science & Transportation. Previously he was a reporter/editor for KMOX radio in St. Louis where he won a George Foster Peabody award for coverage of the Times Beach dioxin crisis.

A 1980 graduate of Syracuse University, St. John is a member of the Washington-Baltimore local of the Television & Radio Artists.

Schedule of Labor Studies Center courses

The George Meany Center for Labor Studies will offer six workshops during November and December. The schedule:

Winning with Comprehensive Campaigns, Nov. 6-11—A three-frontal approach to union building in an organizing context: on the job, at the corporate level and in the community.

Advanced Arbitration, Nov. 13-18—An advanced program that focuses on examination and cross-examination of witnesses, preparation of briefs and research.

Conducting Opinion Polls I, Nov. 20-23—Participants get an overview of survey research process learning how to design and conduct surveys in labor unions.

New Staff Program, Nov. 27-Dec. 9—Workshop for recently appointed and elected union staff to improve planning skills, develop personal qualities and provide insight into the labor movement.

Occupational Health & Safety, Dec. 11-16—An institute on new legal issues in construction labor law, practical applications through case studies.

Organizing Techniques, Dec. 11-16—An introduction to policies for new organizers and a refresher course for veterans.

Affiliates and departments using the campus in November for their own staff training programs are: Transportation Communications Union, Oct. 30-Nov. 4; TCU Secretary-Treasurers Conference, Oct. 31-Nov. 3; Lawyers Coordinating Committee, Nov. 1-4; American Institute for Free Labor Development, Oct. 16-Nov. 11; Communications Workers, Nov. 9; Public Employee Dept., Nov. 9-10; Teachers, Nov. 9-11 and Nov. 13-19; Service Employees, Nov. 13-18; AFL-CIO Dept. of Education, Nov. 20-22; Transit Union, Nov. 27-Dec. 2; Laborers, Nov. 27-Dec. 2.

Pension Protections Undermined by Reagan-Bush Stance

Workers lose an average of 45 cents for every pension dollar they would have received if their plan had not been terminated.

SOURCE: U.S. DEPARTMENT OF LABOR

Over the past eight years, the hard won pension benefits of workers have been jeopardized by problems with coverage, adequacy and security. Since 1979, the percentage of the workforce covered by pensions has declined, primarily the result of the plunge in manufacturing employment where coverage has traditionally been high, and shifted to service sector jobs where coverage is low.

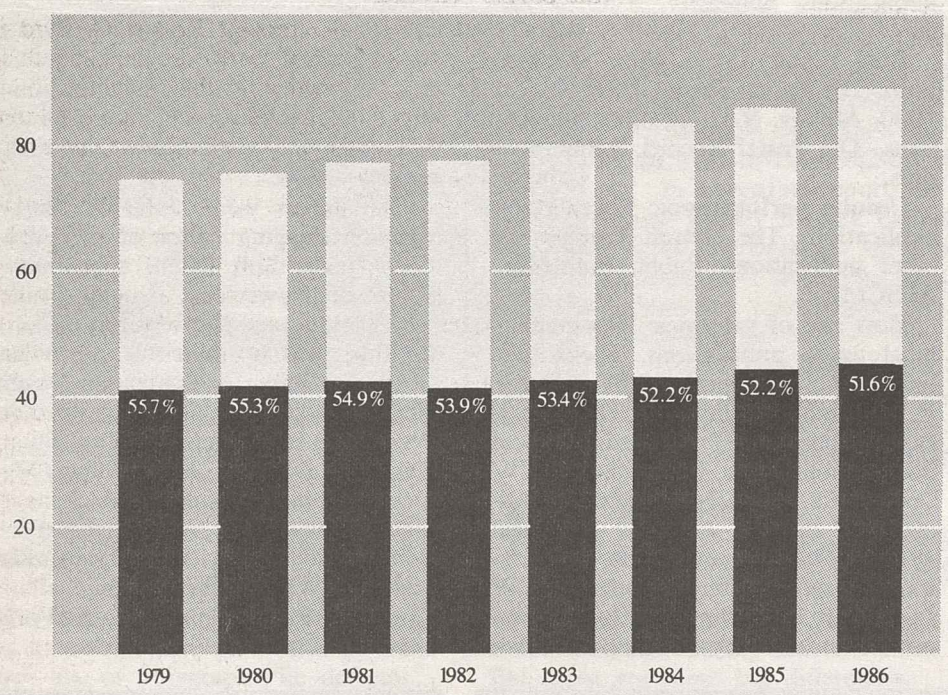
The predominantly female workforce in new service jobs also faces the problem of retiring with either no pension at all or pension benefits inadequate to maintain a decent standard of living. The disparity between women's and men's earnings, combined with women's interrupted labor force participation during child-bearing years, results in benefit levels of one-half the amount received by men.

The wave of corporate mergers and takeovers in recent years has resulted in corporate misuse of pension funds. From 1980 to 1987, more than $18 billion in pension fund assets has been raided by employers terminating so-called "overfunded" pension plans. This money rightfully belongs to workers since it is deferred wages. Pension fund assets have also been misused by companies involved in corporate takeovers which jeopardize the retirement security of plan participants by seeking to use the funds to finance or fend off raids.

The AFL-CIO supports expansion and improvement of pension benefits for all workers and their dependents as well as safeguards against corporate misues of workers' pension fund money. We believe pension fund money should be invested to further the economic and social interests of union members without sacrificing the financial security of these funds.

DECREASING PERCENTAGE OF WORKERS COVERED BY PENSION PLANS

EMPLOYMENT IN MILLIONS



PENSION PARTICIPANTS AND PARTICIPATION RATES FOR CIVILIAN WAGE AND SALARY WORKERS AGE 24 TO 64, 1979-1986.

☐ TOTAL EMPLOYED ■ WORKERS PARTICIPATING IN PENSION PLAN

SOURCE: EBRI TABULATIONS OF THE MARCH CURRENT POPULATION SURVEY, 1979/1986, U.S. DEPARTMENT OF COMMERCE, BUREAU OF THE CENSUS, *CHARACTERISTICS OF HOUSEHOLDS AND PERSONS RECEIVING SELECTED NONCASH BENEFITS, 1980/1985 EDITIONS* AND UNPUBLISHED DATA FOR 1986. (WASHINGTON, D.C.: U.S. GOVERNMENT PRINTING OFFICE, 1982-1987).

Dukakis

Michael Dukakis is calling for policies to preserve the adequacy of retirement benefits for workers and their dependents. Dukakis is concerned that despite minimum funding standards established under the Employee Retirement Income Security Act of 1974, a significant number of pension plans remain underfunded. Dukakis believes that adequate and secure pension benefits are also jeopardized by corporate abuses of bankruptcy laws and by the use of workers' pension money in corporate mergers, buyouts and failures. Dukakis has said that, "As President, I would strengthen the requirements that private pension plans be adequately funded. I would review incorporation and bankruptcy statutes to increase protection for future retirees." He also supports portable pensions for highly mobile workers.

Bush

The current Administration's most recent assault on social security and pension funds has been in the form of an effort to limit the type of information pension plans are required to give to plan participants and beneficiaries.

The attack on worker interest in pension fund assets has been most visible in the area of social investment of pension funds. Despite losing major court cases in this area, the Administration continues to oppose regulations prohibiting pension fund loans to fund participants and restricting other types of investment practices which undermine the security of workers' pensions.

The Administration has put forth no legislation or guidelines to protect workers' pension fund assets against corporate abuse. In fact, the Administration has encouraged corporate use of funds by promulgating pension plan termination guidelines in 1984 that favored employers wanting to raid pension fund assets. In that year, the number of plan terminations more than doubled. The Administration also has failed to issue guidelines or even hold administrative hearings on abuse of pension fund assets in corporate takeovers.

On social security, the record shows:

- In May 1981, the Reagan-Bush Administration called for a $200-billion slash in benefits between 1982 and 1990.
- In May 1985, Bush voted for a one-year freeze in benefits.
- Former Treasury Sec. James Baker, now Bush's campaign chief, moved to divest $28 billion from the social security trust funds to finance general government operations.

Bush's running mate, Sen. Dan Quayle, voted in 1986 to freeze social security cost-of-living adjustments for that year. In 1983, he voted against the move to restore $40 billion in social security cuts over three-year period. In 1985, he voted against a bill that would have provided full cost-of-living increases. In 1981, he voted against a move to continue minimum benefits under the Social Security Act.

AFL-CIO news

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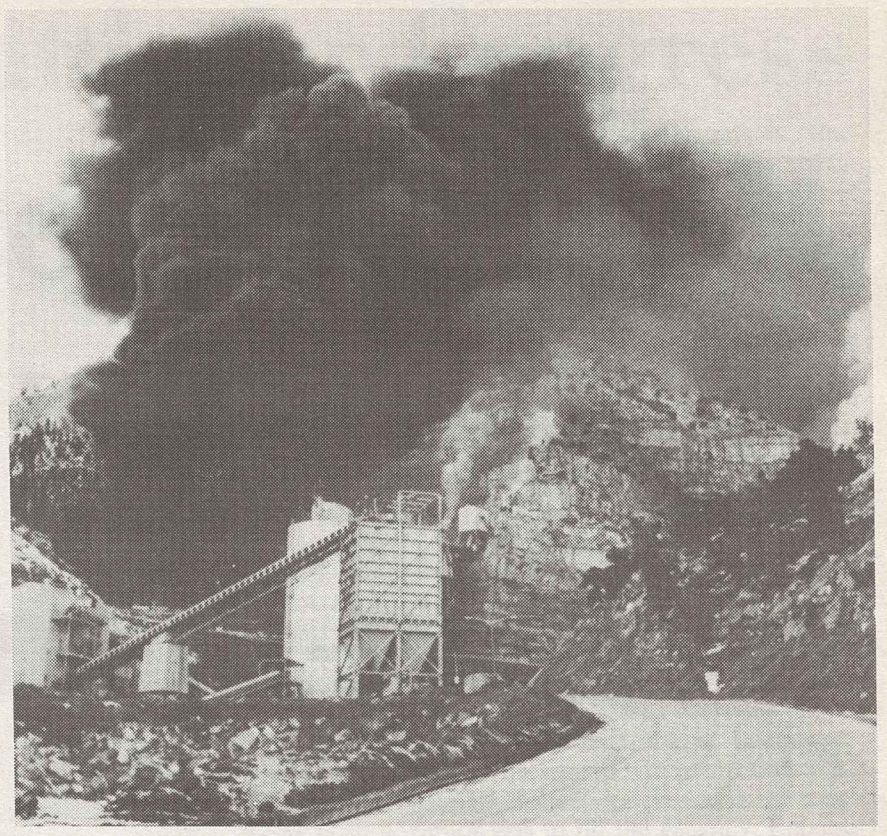
Mine safety feature tops annual awards for labor press



Article about the Wilberg, Utah, fire that killed 27 miners won the ILCA's Max Steinbock Award.

Mine safety, Reagan budget cuts, health care, child care, plant closings and the October 1987 stock market crash were some of the topics that caught the attention of judges in the International Labor Communications Association's 1988 journalistic awards contest.

Of 1,276 entries from 155 member publications, 191 received awards. The award categories for regular periodical publications were general excellence, special performance and labor history. Nonperiodical special publications were also recognized.

In addition, a special Max Steinbock Award was conferred for "the best journalistic effort which exemplifies a humanistic spirit." The winner was Marat Moore for an article titled "Fire in the Intake," in the Mine Workers Journal. It explored the cause and impact of a tragic fire that killed 27 coal miners in Wilberg, Utah, in 1984.

The judges found Moore's piece to be "hard-hitting, uncompromising and diligent in searching out the truth" about the fire and the conditions at the Wilberg mine.

"Through documentary evidence and interviews, the author places the story in a larger context of history, legislative and bureaucratic safety requirements, industry practices, attitudes and practices of the mine owner and UMWA demands for mine safety," the judges said.

The publications winning top honors in general excellence category are:

International and national union publications: Newspapers of 250,000 or more circulation, American Teacher, AFT; 100,000-249,999 circulation, International Fire Fighter, IAFF; less than 100,000 circulation, BMWE Journal, Maintenance of Way Employes; magazines of 250,000 or more circulation, Union, Service Employees; 100,000-249,999 circulation, Mine Workers Journal; less than 100,000 circulation, Air Line Pilot; newsletters, Service Employees Update.

State and local central body publications: Publishing at least 13 issues a year, AFL-CIO Milwaukee Labor Press; publishing no more than 12 issues a year, Colorado Labor Press.

Local union publications: greater than 15,000 circulation, Union Leader, UFCW Local 400, Camp Springs, Md.; 7,500 to 14,999 circulation, The Guild Newsletter, AFSCME Local 375, New York; less than 2,500 circulation, Around the Grapevine, UFCW Local 373R, Vallejo, Calif., and machine-duplicated publications, The Yonkers Teachers, New York.

Regional publications: More than 20,000 circulation, New York Teacher, New York, and 20,000 or less, On the Level, British Columbia Council of Carpenters, Vancouver.

Top winners in the special performance categories were:

Best original cartoon: Local union publications, The Peg-Board, IATSE Local 839, North Hollywood, Calif.; all other publications, AFL-CIO Milwaukee Labor Press.

Best original photograph: Local union publications, The PEF Communicator, New York State Public Employees Federation, Albany; all other publications, 1199 News, Hospital & Health Care Employees, New York.

Best editorial or column: Local union publications, The Voice, United University Professions, AFT Local 2190, Albany, N.Y.; all other publications, New York Teacher, New York.

Best feature story: Local union publications, United Worker, SEIU Local 790, San Francisco; all other publications, Solidarity, Auto Workers.

Best series: Local union publications, The Public Sector, CSEA Local 1000, Albany, N.Y.; all other publications, The Postal Record, Letter Carriers.

Unique performance: Local union publications, The Detroit Teacher; all other publications, Public Employee, AFSCME.

Best use of graphics: Newspapers, local union publications, The Public Sector, CSEA Local 1000, Albany, N.Y.; all other publications, The American Teacher, AFT; magazines, local union publications, Up Front, UFCW Local 1360, Berlin, N.J.; all other publications, IBEW Journal, Electrical Workers; typeset newsletters, local union publications, Union Leader, UFCW Local 400, Landover, Md.; typewritten newsletters, Faculty Focus, Smithtown Teachers Association, Nesconset, N.Y.

Best front page: Newspaper format, local union publications, The Voice, United University Professions, AFT Local 2190, Albany, N.Y.; all other publications, On the Move, AFSCME Council 31, Chicago.

Best cover: Magazine format, local union publications, United Teacher, AFT Local 1020, Los Angeles; all other publications, Solidarity, Auto Workers.

In the non-periodical special publications category, first awards for editorial excellence went to: Local union publications, UFCW Local 27 Reporter; all other publications, On the Move, AFSCME Council 31, Chicago. Best use of graphics in a local union publication went to UFCW 881 Progress, Oak Brook, Ill., and in all other publications, Interchange, Transportation Communications Union.

The judges were: John M. Barry, retired managing editor of the AFL-CIO News; Bob Cohn, contributing editor of Newsweek; Joseph Foote, writer and journalism lecturer; Barbara Griffith, media materials specialist, Corp. for Public Broadcasting; Donna Hulsizer, education policy director, People for the American Way; Stuart Kaufman, archivist, George Meany Memorial Archives; Joyce Murdock, assistant national editor, Washington Post; Bob Rodden, retired Machinsts staffer, and Lee White, retired public affairs director of the Communications Workers.

Award-winning photograph by New York State Public Employees Federation.

Marat Moore, winner of the Max Steinbock award.

AFL-CIO news

VOL. 33, NO. 45
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NOVEMBER 5, 1988

UNION YES

Massive union voter turnout key to presidential election

By David L. Perlman

Union members and their families "can make a difference" on Election Day, AFL-CIO President Lane Kirkland stressed in a get-out-the-vote message to the federation's affiliates and central bodies.

The election is "the only poll that counts," he reminded them. A big turnout of union members can tilt the presidential contest and help elect a Congress responsive to the needs of working Americans.

Until the polls close on Nov. 8, "this election isn't over," Kirkland declared.

Kirkland was one of several thousand union volunteers who signed up for the AFL-CIO's big Nov. 4 Leaflet Day distribution at workplaces across the country. Kirkland's station was in Glenn Dale, Md., where some 300 members of the Graphic Communications Union work at a Holladay Tyler Printing Co. plant.

The leaflet campaign went beyond traditional plant gate distributions. In Missouri, for example, seven unions pooled their efforts in Jefferson City to reach a variety of construction sites and state employee workplaces. And in several Ohio and New York locations, AFT was conducting "history lessons" on George Bush's education record.

Every evening, and up until the polls close on Election Day, union volunteers and retired members are working phone bank shifts. What they are selling is citizen participation in a democracy.

Because of such efforts, and the impact of union publications and mailings, the turnout of union members on Election Day usually runs about 15 percent higher than the average for all voters.

Addressing workers' concerns

Labor's election mobilization got a strong boost from the resurgent Democratic presidential campaign of Michael Dukakis who was gaining voter support as he criss-crossed the country, forcefully addressing the concerns of American workers.

At the Philip Murray Hall in Youngstown, Ohio, where 20,000 manufacturing jobs have been lost to imports during the Reagan-Bush Administration, Dukakis held a town meeting beamed by satellite across Ohio and to locations in North Carolina, Delaware and Maryland.

Dukakis talked about the corporate mergers that divert billions of dollars into buyouts that do nothing to create jobs or improve productivity.

Continued on Page 3

California crowd greets Michael Dukakis.

George Bush stumps in Indiana.

Economy slows to a crawl

Sag in Commerce index fuels fears of recession

By Candice Johnson

The nation's economy is slowing down with the government's index of leading indicators creeping ahead just seven-tenths of 1 percent over the year ended Sept. 30. That's the weakest performance since the start of the 1982-83 Reagan recession.

In a separate report, the Labor Dept. reported that real weekly median earnings plummeted 1.4 percent from the year-ago third quarter. While the median earnings of wage and salaried workers did edge up, consumer costs jumped 4.1 percent, further squeezing workers' paychecks.

The Commerce Dept.'s survey of 11 leading economic measures is the government's chief means to project how the economy will respond over the next six to nine months. Dragging down the September index were declining orders for plant equipment and building permits, a shrinking money supply and a drop in material prices. Components that increased slightly included the average workweek, unemployment compensation claims and orders for consumer goods. Two indicators—inventories and credit—have not yet been released.

AFL-CIO economist Henry Schechter said the declining index is clear evidence that the economy is growing sluggish, partly due to a slowdown in exports and in response to the Federal Reserve actions to tighten money policy during the spring and summer. Schechter cautioned that too tight controls could push the nation into a recession that would hit working families especially hard.

Continued on Page 3

Labor Dept. drafts polygraph, plant closing regs

The Labor Dept. has issued interim rules to enforce the law restricting employer use of polygraph "lie detector" tests, but is still drawing up guidelines for interpretation of the plant closing notification law.

Both measures were passed by Congress this year with strong union support, and go into effect six months after enactment. That makes Dec. 27, 1988, the effective date of the polygraph restrictions and Feb. 4, 1989, the date for the plant closing law.

But there are some big differences.

The polygraph law places enforcement responsibilities on the Labor Dept., subject to court review. Its regulations will be the basis for rulings by administrative law judges, and for civil penalties up to $10,000 for each violation.

By contrast, enforcement of the plant closing notification law is entirely in the hands of the courts. Nevertheless, the Labor Dept.'s "interpretive regulations" on the legislation will be the most authoritative guideline for employers and will be influential, even if not binding, on the courts.

The Labor Dept. addresses some key issues in a "discussion paper" it has put out as a basis for comments by interested parties.

One such issue is how to determine whether a mass layoff affects one-third of a plant's workforce, if the planned layoffs do not occur at the same time.

In making a determination, the department indicated, a key consideration would be whether the employer was manipulating a layoff timetable in order to avoid compliance with the plant closing notification law.

Continued on Page 7

Import glut strands 1,300 in shutdown

Front Royal, Va.—Nearly 1,300 Clothing & Textile Workers are the latest victims of unfair foreign trade tactics as Avtex Fibers Inc., the world's largest producer of rayon, is shutting down.

On Oct. 31, most of the workers—many of whom had worked at Avtex for more than 25 years—got just two or three days' notice that their jobs were ending. They are members of ACTWU Locals 371-T and 1757. Avtex was the major employer in the Front Royal area.

A month earlier, President Reagan vetoed the union-backed textile and apparel bill that would have frozen the flood of imports. The House fell 11 votes short of the two-thirds needed to override the veto.

Business agent James Brinklow of ACTWU Local 371-T said the company could not compete with the British and German firms that bought raw materials at a cheaper rate from South Africa and then cut the price of their goods sold in the United States.

Three years ago, ACTWU members voted to accept wage cuts of more than $1 hour as well as reduced benefits and vacations to keep Avtex in business. But the company still did not correct the many job health and safety hazards that existed, nor did it improve its environmental record.

Nearly 1,000 textile and apparel plants have been closed since 1980, with more than 350,000 workers losing their jobs, ACTWU said.

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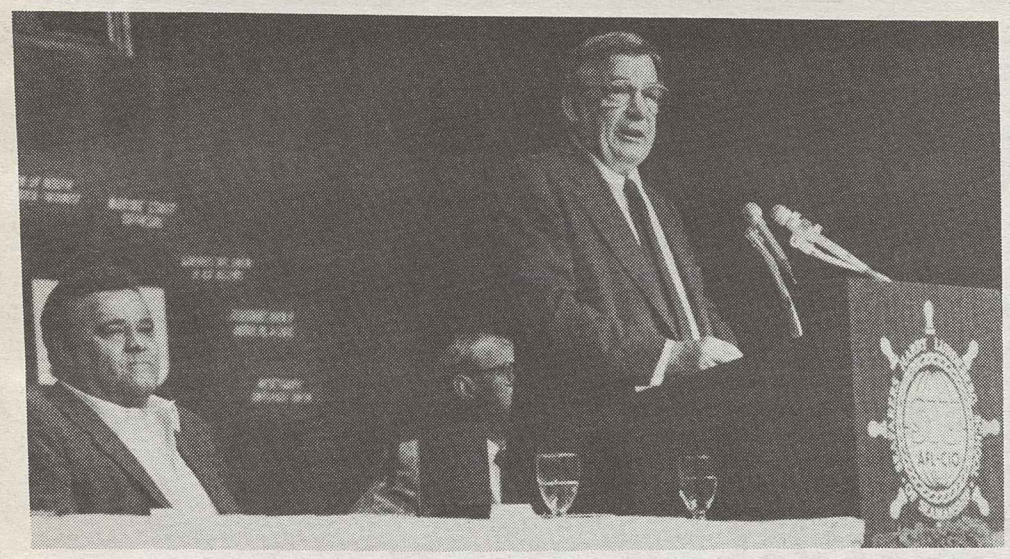


Lane Kirkland assails broken Reagan-Bush promises at Seafarers's golden anniversary celebration. SIU President Sacco is at left.

Maritime S.O.S. spurned on Reagan-Bush watch

Kirkland denounces broken promises

Piney Point, Md.—The Reagan-Bush Administration broke its campaign promises by turning "a deaf ear to the U.S. maritime industry," and there's no reason to expect anything better of a Bush-Quayle Administration, AFL-CIO President Lane Kirkland said.

Kirkland, who served in the merchant marine in World War II, spoke at the Seafarers's 50th anniversary celebration, held at the SIU's Harry Lundeberg School of Seamanship.

The Seafarers's training center represents a commitment to the revitalization of the U.S. merchant fleet, Kirkland said. But "this commitment is not shared by those who occupy the highest offices in our government."

"During the past eight years, the Reagan-Bush Administration has presided over a 28-percent reduction in the U.S.-flag fleet and the loss of some 10,000 shipboard jobs to our overseas competitors," Kirkland observed.

He reminded the anniversary gathering that Reagan and Bush had "pledged to restore the merchant marine to its former greatness" and had "an eight-point program to turn it all around."

Instead, he charged, the Administration has ignored the needs of the U.S.-flag fleet while other nations set up cargo allotments to favor their merchant ships at the expense of the United States.

"When we ask Mr. Bush about his plans for the next four years," Kirkland noted, "we get nothing but more empty promises, political sophistry and bumptious patriotism."

He said Bush clearly "pledges no allegiance to the American flag" on U.S. merchant ships. Instead, the Administration of which he is a part gives its allegiance to "the flags of Liberia, Panama, or any nation that provides registry and safe harbor for those seeking to supplant American crews, American wage scales and American safety regulations."

Democratic commitment

The real commitment to the programs and enforcement needed to rebuild the U.S. merchant fleet has come from the Democratic presidential ticket of Michael Dukakis and Lloyd Bentsen, Kirkland stressed.

"There should be no doubt as to which candidates will best serve your interests and the interests of working Americans," he said.

As for the Reagan-Bush Administration, Kirkland charged that "the only time they even thought about the American flag on the high seas was when they wrapped it around Kuwaiti oil tankers, renting it out as a flag of convenience at a time when we had seafarers on the beach and ships in lay-up."

OSHA imposes record fine on union-busting meatpacker

The Occupational Safety & Health Administration levied a record $4.33-million fine against meatpacker John Morrell & Co. for injuring hundreds of workers at its Sioux Falls, S.D. plant. But in settling a similar case, OSHA let the Bath Iron Works shipyard in Bath, Me., off with a $650,000-fine—just 15 percent of a $4.2-million penalty it had assessed last year.

A six-month OSHA inspection at the Morrell plant, prompted by complaints from Food & Commercial Workers, resulted in charges that 722 of the plant's 2,000 workers were daily exposed to significant risk of serious hand, wrist and arm injuries caused by repetitive motions.

UFCW President William H. Wynn said the fine against Morrell "exposes the ugly truth about health and safety conditions in this plant." Some 2,000 UFCW Local 304A members went on a seven-month sympathy strike May 1, 1987, in support of UFCW members at the Sioux City, Iowa, plant who struck after Morrell unilaterally imposed pay cuts. Morrell was placed on labor's boycott list in September 1987.

A few days before OSHA announced the fine, the UFCW slapped Morrell with a $35-million lawsuit for pay chiseling.

Carpel tunnel syndrome can be the most debilitating of the cumulative trauma disorders. Surgery is often required and doctors recommend a 30- to 60-day recuperation period. For 63 of 180 cases where Morrell workers needed such surgery, the average time off was 1.1 days, with 27 cases getting no time off.

Between May 1987 and April 1988, more than 40 percent of Morrell workers developed cumulative trauma disorders—652 times the rate for all industry.

In another action, an Occupational Safety & Health Review Commission administrative law judge dismissed citations OSHA issued in April 1987 against the meatpacker for willfully underreporting injuries to thwart OSHA inspections. The ALJ said the citations were not issued within the six-month period, specified by law, from the time an official inspection begins.

In Bath, Me., OSHA's citations charged that workers were exposed to asbestos-laden dust, nuclear radiation and raw sewage.

In OSHA's settlement, the Iron Works agreed to conduct a voluntary safety audit at the Bath yard and two other sites by next March 1 and abate hazardous conditions by Apr. 1.

SIU hails Dukakis proposal for revival of merchant fleet

Democratic presidential candidate Michael Dukakis outlined a maritime policy to "get the American merchant fleet back under full steam" and pledged to "fully enforce" laws that have kept the American flag from disappearing entirely from the high seas.

His program, which includes a commitment to use the new trade law to eliminate unfair practices against U.S. shipping, was applauded by the Seafarers.

"We are looking forward to working with a Dukakis Administration," SIU President Michael Sacco said. Sacco, who also is president of the AFL-CIO Maritime Trades Dept., said the steps Dukakis proposed will allow the U.S. shipping industry to look to growth instead of struggling to avoid further reductions.

Dukakis promised to convene, in the first 90 days of his presidency, a high-level maritime conference "to draw up a comprehensive plan to help the maritime industries compete in a global economy."

He proposed to "expand our use of the merchant marine to perform peacetime naval auxiliary support functions."

Such measures "will preserve the shipbuilding and repair capability needed to repair damaged ships and replace losses during a military contingency," he said. "Further, they will help stop the loss of jobs, the loss of ships and the erosion of our shipyard industrial base."

Guild settlement ends boycott of Consumers Union

New York—The Newspaper Guild reached a five-year agreement with Consumers Union Inc., ending a 20-month boycott against the company's publications.

The contract, which is retroactive to January 1987, was approved overwhelmingly by the 190-member unit of Guild Local 3. The previous agreement expired Dec. 31, 1986.

AFL-CIO Sec.-Treas. Thomas R. Donahue served as a mediator in the dispute and played a key role in final negotiations, Guild President Charles Dale said. The local used alternative strategies including an AFL-CIO boycott of Consumer Reports and other CU publications to bring about a settlement.

The agreement calls for a 4-percent increase in the minimum rate in each of the first four years with a 3.5-percent raise in the fifth year. Cost-of-living increases also were retained.

An additional 2 percent of payroll will be distributed by management as discretionary raises in 1990 and 3 percent of payroll will be distributed as raises in 1991.

The settlement—excluding the discretionary pay—will raise salary by more than 23 percent over the contract term. The top weekly rate for assistant editors, photographers, writers and some producers will go $1,027 after five years, with the highest paid workers—senior editors and project leaders—reaching a weekly rate of $1,185 by 1991.

Other contract improvements included an increase in pension, medical and dental benefits, and new job security protections against dismissal or the downgrading of jobs due to automation or economic difficulty.

Contests for governors point to Democratic gains

Governorships in 12 states are on the line Nov. 8, with the Democratic Party likely to add to its 27-23 edge over the Republicans. With eight Republican-held seats up for re-election this year—compared to just four incumbent Democrats—the GOP is unlikely to narrow that gap.

Democratic Governors George A. Sinner of North Dakota and Booth Gardner of Washington are strongly favored in their races. Endorsed by the State AFL-CIO, Sinner has been focusing on economic development.

Sinner is considered a political moderate who has won the support of the business community since he upset the incumbent Republican governor in 1984.

When Gardner was first elected in 1984, also defeating a GOP incumbent, Washington state's unemployment rate was nearly 10 percent and the key industries—shipping and timber—were devastated. The COPE-endorsed Gardner is given credit for bringing new industry to the state.

Democratic Gov. Madeleine M. Kunin of Vermont faces a closer race from challenger Michael Bernhardt, the state house minority leader. Kunin, seeking her third term, was first elected in 1984. Endorsed by the state federation, she points to a budget surplus, a lower tax burden, lake-cleanup efforts and land-use planning legislation as her administration's major accomplishments.

In Montana, former Democratic Gov. Thomas L. Judge is seeking to recapture the office he lost in a primary election defeat to incumbent Democratic Gov. Ted Schwinden in 1980. Schwinden is retiring from office after two terms.

Judge's opponent is retired state Sen. Stan Stephens, a leader of the GOP's conservative faction.

Indumbent Repbulicans face strong Democratic challengers in at least three states—Indiana, West Virginia and Utah.

Indiana contest

In Indiana, Sec. of State Evan Bayh (D) leads in the race to fill the seat of retiring GOP Gov. Robert D. Orr. Bayh, who won the State AFL-CIO's endorsement, is facing Lt. Gov. John M. Mutz (R) in a state where Republicans have controlled the governorship for 20 years. He is the son of former Sen. Birch Bayh, who lost his Senate seat in 1980—to a right-wing Republican named Dan Quayle.

West Virginia Gov. Arch A. Moore Jr. (R) faces a tough challenge from COPE-endorsed Gaston Caperton, who heads a large insurance brokerage firm and has not held public office. The state's high unemployment rate—second to Louisiana—and Moore's reputation for difficulties with the state legislature helped make Caperton the front runner. Moore is seeking a record fourth term.

Incumbent Utah Gov. Norman H. Bangerter is trailing Democratic challenger Ted Wilson, former mayor of Salt Lake City. But he also faces a challenge from the conservative wing of the GOP, as Merrill Cook, a mining explosives manufacturer, is running for office as an independent. Polls show COPE-endorsed Wilson leading Bangerter by a 3-2 margin and Cook is not expected to gain more than 15 percent of the vote. But Bangerter has pushed a tax rebate through the state legislature with checks reaching the voters' mailboxes after Labor Day.

Here's a look at the remaining gubernatorial races:

Delaware—Democrat Jacob Kreshtool faces an uphill fight against incumbent GOP Gov. Michael N. Castle. COPE-endorsed Kreshtool has focused on environmental and health issues.

Missouri—Republican Gov. John Ashcroft, first elected in 1984, has a strong lead over Democratic state Rep. Betty Hearnes, who has the state federation's endorsment. She is campaigning for greater investment in education and health care for poorly paid workers.

New Hampshire—With incumbent GOP Gov. John Sununu stepping down after three terms, Democratic challenger Paul McEachern lost some key campaign issues. McEachern, endorsed by the State AFL-CIO, challenged Sununu in 1986 and won 46 percent of the vote. But his GOP opponent, state Rep. Judd Gregg, does not share Sununu's unwavering support for the Seabrook nuclear power facility, probably the most divisive issue in the previous campaign.

North Carolina—The only southern state with a gubernatorial contest, the race here will be close. Democrat Lt. Gov. Robert B. Jordan is challenging incumbent James G. Martin, who was elected in 1984. Jordan won the backing of the State AFL-CIO and is focusing on education funding.

Rhode Island—Republican Gov. Edward DiPrete is in a close battle with Providence businessman Bruce Sundlun, a Democrat. DiPrete defeated Sundlun in 1986, winning 65 percent of the vote. But, DiPrete's image as a government reformer was tarnished by a $2 million one-day profit made by a family-owned company as a result of a timely zoning-board decision. DiPrete severed his ties to the company, but his re-election prospects are not as bright as they once seemed.

Safety commission post consolation for GOP loser

By Arlee C. Green

The nomination of former White House staffer Linda L. Arey to the Occupational Safety & Health Review Commission underscores the Reagan Administration's lack of commitment to worker safety and to effective enforcement of the law, the AFL-CIO said.

Margaret Seminario, associate director of the federation's Dept. of Occupational Safety, Health & Social Security, said Arey "clearly is not qualified for the position. She has no background in job safety and health. Labor has been through this a number of times with this Administration nominating ideologues to fill important jobs."

Reagan's nomination of Arey for a term expiring Apr. 27, 1993, must be confirmed by the Senate. Congress has adjourned, but Reagan could give her a recess appointment. However, no recess appointee can be paid longer than 40 days unless the nomination is resubmitted in a new session of Congress.

The three-member review commission has had two vacancies and been unable to conduct official business since Apr. 27, 1987, when member John R. Wall's term expired. He was renominated, but after a year without confirmation, his name was withdrawn. The OSHRC hasn't been at full strength for more than two years and currently has a backlog of 75 cases, the commission said.

Election loss

Arey, 44, was defeated earlier this year in a special congressional election to fill the vacancy caused by the death of Rep. Dan Daniel (D-Va.). Arey was beaten by Democrat L.F. Payne who won 59 percent of the vote. The day after the election, Arey put her house up for sale and moved back to Washington.

A former elementary school teacher, she held several government jobs prior to running for Congress. Most recently, she was a special assistant to the President and deputy director of the Office of Public Liaison. She received a law degree in 1977 and worked at the University of Richmond School of Law before coming to Washington in 1981 to take a job in the Education Dept., moving later to the Justice Dept.'s Office of Public Affairs and then to the Dept. of Transportation.

In campaigning for Congress, Arey responded to a questionnaire from the Virginia AFL-CIO, detailing her views on a variety of topics. Answering whether she would support high-risk notification legislation to identify, notify and counsel workers who are found to be at high risk of disease due to toxic occupational exposures, Arey said:

"Such legislation would create new government agencies charged with the same responsibilities as OSHA, and thus would be more needless bureaucracy for affected workers to figure out. Also, such legislation could add fuel to the fire of the current liability insurance crisis."

Her responses to other topics were similarly devoid of concern or mention of workers. Her views on key topics of interest to union members include:

"I oppose legislation banning duel (sic) shops . . . I would support legislation to repeal the Davis-Bacon Act . . . I believe the Service Contract Act should either be repealed or reformed substantially . . . I believe plant closing legislation is an area where the government should not get involved . . . I do not believe the federal government should ban the use of polygraphs.

Anti-worker agenda

"I do not favor any changes in the current minimum wage structure . . . I support repeal of the Hatch Act . . . I publicly opposed enactment of the Grove City bill and have been a vocal critic of this legislation in my district . . . I would not support any proposal to expand the Federal Equal Pay Act to include comparable worth . . . I see no benefit—but much disruption and unnecessary litigation—from an Equal Rights Amendment."

Key government indicators detect economic slowdown

Continued from Page 1

The September drop of one-tenth of 1 percent followed a five-tenths of 1 percent increase in August and a seven-tenths of 1 percent dip in July. Overall, the index has fallen three times in the past five months.

The Labor Dept.'s median earnings figure is the midpoint level for wage and salaried workers, based on Bureau of Labor Statistics income estimates. Half of all wage and salaried workers—including bosses and executives—show earnings above the median rate and half earn below that level. In contrast, the average weekly earnings and real wage statistics—calculated in 1977 dollars—are based on actual payroll figures and are a more precise indicator of changes in workers' incomes because that series includes only nonsupervisory wage earners.

Bosses' pay rises

Executives and managers saw a 4.7 percent increase in median weekly earnings, and even after adjusting for inflation, their real median rate rose six-tenths of 1 percent. Professionals did even better, posting real weekly median wages 4.8 percent above the third-quarter 1987 level.

But median weekly earnings for service workers dropped nine-tenths of 1 percent, while real weekly earnings for laborers and machine operators plunged 3.1 percent.

Median earnings for full-time women workers were $313, compared to $443 for men. But real median weekly earnings dropped across the board, declining to $233 for men, $160 for women, $160 for black workers and $147 for Hispanics.

In other economic developments:

- The Commerce Dept. reported that after adjustment for inflation, imports surged ahead by $12.4 billion in the third quarter while exports posted a real decline of $2.3 billion. Many economists said the report signaled further deterioration in the nation's foreign trade picture.
- The nation's federal budget deficit hit $155.1 billion for the fiscal year ending Sept. 30, an increase of $5.4 billion over the year-ago period. The growing budget gap contradicted Reagan Administration predictions that the deficit would ease.

The $155 billion debt is five times as large as the federal government's average budget deficit during the 1970s, but it is down from the Reagan record of $221 billion in 1986.

- The Labor Dept. reported that productivity among nonfarm businesses grew at an annual rate of 1.3 percent during the third quarter, as output climbed 2.8 percent and hours worked rose 1.5 percent. The increase followed a second-quarter drop in productivity of 2.4 percent. In manufacturing industries, productivity went up 4.3 percent.
- Factory orders for big-ticket items—goods expected to last at least three years—plummeted 4.1 percent in September, the Commerce Dept. said, led by a 10.2 percent plunge in transportation equipment orders and a 12.3 percent drop in defense orders.

Orders for nonelectrical machinery were off 7.5 percent in September, with electrical machinery orders down 4.1 percent, mostly in communications equipment.

- New home sales fell 7.8 percent in September, the biggest drop in 16 months, the Commerce Dept. said. But new home prices skyrocketed 8.1 percent over the August price level, making the median price of a new home $118,900. The average sales price jumped 4.5 percent to $146,300.

Meanwhile, new construction starts fell 3 percent in September, marking the third consecutive month of declines.

Capital spending—business investment in durable equipment—grew just 4.6 percent in the third quarter, the Commerce Dept. reported. That was less than one-third of the second quarter rate of 15 percent.

Lame duck shuffle

No one at the Reagan White House is saying for the record that Michael Dukakis might defeat George Bush in the presidential election. But just in case he does, the outgoing Republican Administration is prepared.

More than 300 Reagan political appointees have been transferred to the career civil service to give them greater job security in a change of Administration. Some have even taken pay cuts to guard against being replaced by a Dukakis Administration.

Rep. Patricia Schroeder (D-Colo.), who heads the House Civil Service subcommittee, charged that the Administration "sees the civil service as a jobs program for political hacks."

An Administration spokesman insisted that "political appointees are talented," and shouldn't be discriminated against because they happen to be Republicans.

Get-out-vote drive spurred by 'make a difference' theme

Continued from Page 1

"I'm not interested in the sharp operators," he told the Youngstown workers. "I'm interested in the lathe operators and the machine operators."

As for the "labels" George Bush has tried to pin on him, the only label that interests Dukakis is the one that reads "Made in America."

As President, Dukakis pledged, he would work to assure that every worker is protected by basic health insurance.

Further, he would appoint members of the National Labor Relations Board "who believe in the law they're supposed to be enforcing."

Affirming that he considered himself a liberal in the Franklin Roosevelt, Harry Truman and John Kennedy tradition, Dukakis struck response sparks at every stop on his come-from-behind campaign.

President Reagan rushed to California to shore up the George Bush campaign and try to stamp out the political brush fires Dukakis had set off in the modern-era whistlestop campaign.

Vice presidential candidate Lloyd Bentsen continued to draw big and enthusiastic crowds. But his Republican counterpart, Dan Quayle, complained petulantly that "I wish I knew what my schedule was."

Congressional outlook

The election news was even more upbeat for candidates for Congress allied with the Dukakis-Bentsen program. With less than a week until Election Day, the outlook was for Democratic majorities in the House and Senate as big as in the outgoing Congress. Perhaps bigger. But half a dozen close Senate races and some 20 House seats could tilt the balance.

Labor's endorsements in the congressional campaigns include several Republicans who have supported union goals. In some contests, State AFL-CIO bodies made no endorsement.

Veto silences aid for whistleblowers

President Reagan delivered a parting shot at federal workers, vetoing a bill to protect them from retaliation when they expose waste, fraud or mismanagement in government.

Reagan's veto was assailed by members of Congress from both parties and Government Employees President John N. Sturdivant said the AFGE will seek its re-enactment early in the new Congress.

The bill had passed the House 418-0 and cleared the Senate intact by voice vote Oct. 7. But Reagan waited until Congress adjourned and could not override a veto before announcing his disapproval. He complained that it tilted the scales on the side of employees and against management.

Members of Congress who had agreed to compromises the White House assured them would guarantee the President's approval were outraged at the veto.

Sen. Carl Levin (D-Mich.) told a news conference that the White House had broken its word to Congress and "there is going to be hell to pay."

Levin cited a survey showing that 70 percent of federal workers who witnessed abuses in government offices didn't report them for fear of retribution.

Rep. Frank Horton (R-N.Y.) termed Reagan's veto "reprehensible." He said the message the Administration is sending is that "we don't want whistleblowers and we're not going to protect them."

Sturdivant said the veto demonstrated that "even in the twilight of his presidency, Reagan continues to show his disdain for federal workers."

The bill would have eased the burden of proof on employees to demonstrate that they are being punished for calling attention to waste or dishonesty.

It would have made the Office of Special Counsel, which is supposed to protect whistleblowers, an independent body.

Cincinnati campuses vote for District 925

Cincinnati—District 925 of the Service Employees won a representation election for 1,200 office workers at the University of Cincinnati by a 599-429 vote.

The National Labor Relations Board election capped a four-year organizing drive at the university by District 925 which first saw the union lose a June 1986 election by just 29 votes.

Organizing at the university was especially difficult as the employees worked in 69 different buildings on five campuses spread across the city.

The decisive victory will help the workers bargain a strong first contract, District 925 organizer Debbie Schneider said. "It is a clear mandate," she stressed, "that the workers want the right to have a say on the job."

Mary Cervantes, a library associate for the past eight years, said the organizing victory occurred because "we finally came to the conclusion that we could not protect our wages and benefits without a union."

33 States Form Battlegro

The Lineup

ARIZONA
Dennis DeConcini* (D) vs Keith DeGreen (R)
Outlook: Stays Democrat.

CALIFORNIA
Pete Wilson* (R) vs Leo T. McCarthy (D)
Outlook: Polls say Wilson, hope for upset.

CONNECTICUT
Lowell P. Weicker Jr.* (R) vs Joseph Lieberman (D)
Outlook: Nod to Weicker but close.

DELAWARE
William V. Roth Jr.* (R) vc S.B. Woo (D)
Outlook: Six more years of Roth.

FLORIDA
Buddy MacKay (D) vs Connie Mack (R)
Outlook: 'Independent' PAC is funding TV attack on MacKay in close race.

HAWAII
Spark M. Matsunaga* (D) vs Maria M. Hustace (R)
Outlook: Matsunaga in a breeze.

INDIANA
Richard G. Lugar* (R) vs Jack Wickes (D)
Outlook: No sign of upset.

MAINE
George J. Mitchell* (D) vs Jaspar Wyman (R)
Outlook: Solid for Mitchell.

MARYLAND
Paul S. Sarbanes* (D) vs Alan L. Keyes (R)
Outlook: Safe for Sarbanes.

MASSACHUSETTS
Edward M. Kennedy* (D) vs Joe Malone (R)
Outlook: Very bright.

MICHIGAN
Donald W. Riegle Jr.* (D) vs Jim Dunn (R)
Outlook: Riegle territory.

MINNESOTA
Dave Durenberger* (R) vs Hubert H. Humphrey III (D)
Outlook: Durenberger lead could wilt.

MISSISSIPPI
Wayne Dowdy (D) vs Trent Lott (R)
Outlook: Open seat, two strong candidates.

MISSOURI
John C. Danforth* (R) vs Jay Nixon (D)
Outlook: Polls point to Danforth.

MONTANA
John Melcher* (D) vs Conrad Burns (R)
Outlook: GOP target but Melcher has edge.

NEBRASKA
David K. Karnes* (R) vs Robert Kerrey (D)
Outlook: Leans to Kerrey.

NEVADA
Chic Hecht* (R) vs Richard H. Bryan (D)
Outlook: Another likely Democratic takeover.

NEW JERSEY
Frank R. Lautenberg* (D) vs Peter Dawkins (R)
Outlook: Democrat ahead in volatile contest.

NEW MEXICO
Jeff Bingaman* (D) vs Bill Valentine (R)
Outlook: Bingaman leading.

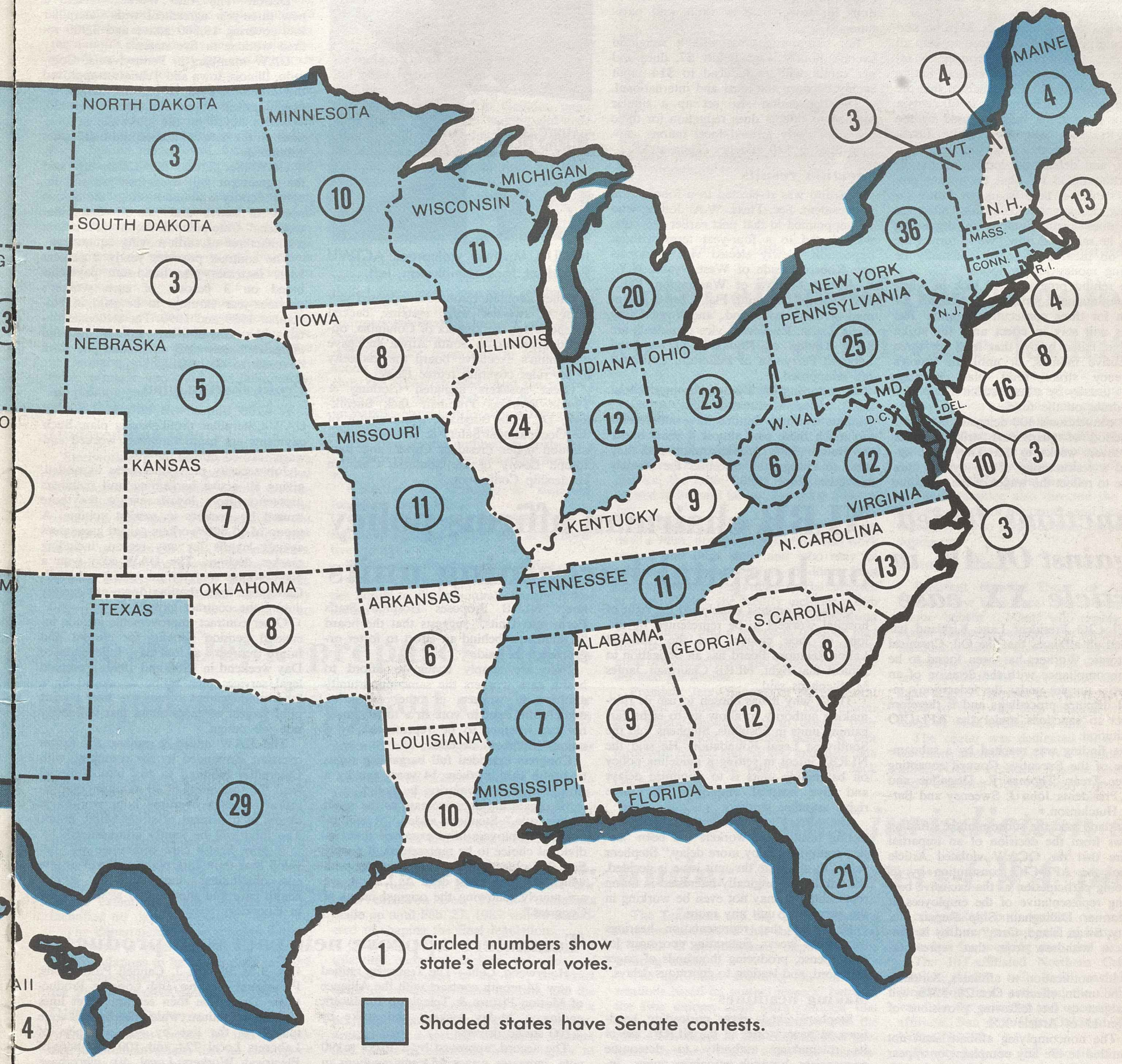
NEW YORK
Daniel Patrick Moynihan* (D) vs Robert R. McMillan (R)
Outlook: Rock-solid for Moynihan.

NORTH DAKOTA
Quentin N. Burdick* (D) vs Earl Strinden (R)
Outlook: Burdick has edge, but watch.

OHIO
Howard M. Metzenbaum* (D) vs George Voinovich (R)
Outlook: Metzenbaum should come through.

PENNSYLVANIA
John Heinz* (R) vs Joe Vignola (D)
Outlook: Safe for Heinz.

ound for Senate Control



RHODE ISLAND

ohn H. Chafee* (R) vs Richard A. Licht (D)
Outlook: Chafee lead not out of reach.

TENNESSEE

Jim Sasser* (D) vs Bill Andersen (R)
Outlook: Sasser can't be caught.

TEXAS

loyd Bentsen* (D) vs Beau Boulter (R)
Outlook: Bentsen by a Texas mile.

UTAH

Orrin G. Hatch* (R) vs Brian H. Moss (D)
Outlook: Hatch has a big lead.

VERMONT

Villiam Gray (D) vs James M. Jeffords (R)
Outlook: Open seat goes to Jeffords.

VIRGINIA

Charles S. Robb (D) vs Maurice A. Dawkins (R)
Outlook: Certain pickup for Democrats.

WASHINGTON

Mike Lowry (D) vs Slade Gorton (R)
Outlook: Close battle for open seat.

WEST VIRGINIA

Robert C. Byrd* (D) vs Jay Wolfe (R)
Outlook: This Byrd's a winner.

WISCONSIN

Herbert Kohl (D) vs Susan Engeleiter (R)
Outlook: Looks like Kohl but picture fuzzy.

WYOMING

Malcolm Wallop* (R) vs John Vinich (D)
Outlook: Wallop's campaign fund overpowers.

* incumbent

Chemical Workers vote rebate plan

Convention acts to bolster local strike assistance funds

Hollywood, Fla.—A per capita rebate plan and a unanimous voice vote endorsing the Democratic ticket of Michael Dukakis and Lloyd Bentsen highlighted the Chemical Workers convention.

ICWU President Frank D. Martino said the rebate program "is designed to help all our local unions become stronger by increasing their 'war chests' for those battles we know lie ahead." He explained that the rebated funds, which amount to 80 cents a member per month, must be used by the locals to seed their own strike funds, purchase emergency strike insurance, if needed, and defend the local.

Martino noted too that the rebate program "can't but help us in our future organizing campaigns." Companies often use union dues against unions in organizing drives, he said, and now "we've turned the tables on them because we'll actually be returning money to our locals."

The refund program will kick in when the international's strike fund exceeds $4 million for three consecutive months. The rebates will stay in effect until the strike fund has fallen below that level for three consecutive months, or until the union's emergency strike fund plan is triggered—usually by a large strike that puts a rapid drain on the fund.

The convention's 400 delegates increased the period of guaranteed strike benefits from seven weeks to 10. They also approved a restructuring of the overall dues picture to reflect the wages of the part-time and lower-paid members, providing a per capita break of up to $5 a month, based on a wage-related sliding scale. Further, locals were given the authority to reduce dues for lower-paid workers and part-timers.

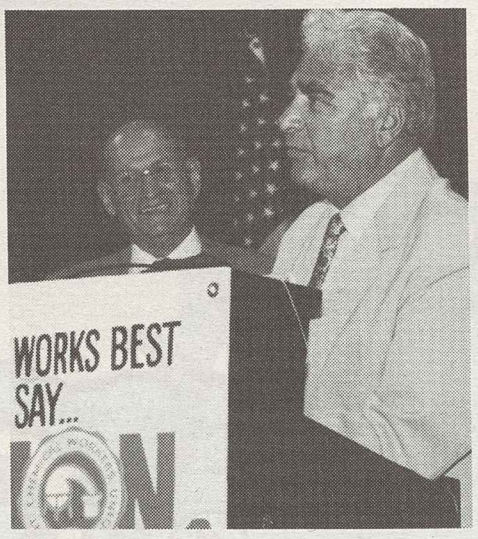
For bargaining units with a weighted average hourly wage below $7, dues and per capita will be reduced to $14—split evenly between the local and international.

The convention also set up a similar method to offer a dues reduction for three years to newly formed local unions, capping dues at $10 and per capita at $5.

Election results

Martino was re-elected to a fourth term as president. Sec.-Treas. W.A. Joiner, who was appointed to that post earlier this year, was elected to a four-year term without opposition. Newly elected vice presidents are: Robert Meade of West Nyack, N.Y., E. Robert Marlow of Washington, D.C., J.E. Sams of Lakeland, Fla., Charles Chapman of Clarkesville, Ind., and Virgil Casey of St. Louis. Re-elected vice presidents are Jerry Levine of Knoxville, Tenn., and Leonard Perryman of Fullerton, Calif. All ran unopposed.

In endorsing the Democratic presidential ticket, delegates stressed that "American workers and their families have suffered far too much these past almost 8 years under the Reagan-Bush Administration and they need to change the direction the country has taken since 1980."



ICWU's Martino welcomes ACTWU President Jack Sheinkman, left.

Other adopted resolutions opposed any form of two-tier wage systems, backed statehood for the District of Columbia, opposed apartheid in South Africa and gave the union's executive board the authority to set rules covering retiree clubs.

Guest speakers included Clothing & Textile Workers President Jack Sheinkman; Dr. Eula Bingham, administrator of the Occupational Safety & Health Administration under President Carter, and Rev. Joseph Lowry of the Southern Christian Leadership Conference.

UAW ratifies 3-year accord at Caterpillar

Detroit—The Auto Workers ratified a new three-year agreement with Caterpillar Inc. covering 18,300 active and 3,900 retired workers in five states.

UAW members in Pennsylvania, Colorado, Illinois, Iowa and Tennessee approved the settlement by a 73 percent margin, replacing an agreement that expired Sept. 30. Workers stayed on the job while negotiations on the national accord and local issues continued.

UAW Sec.-Treas. Bill Casstevens said the agreement will strengthen job and income security while addressing "the unique needs of active and laid-off Caterpillar workers." Caterpillar is the world's largest manufacturer of earth-moving equipment.

The contract provides yearly 3 percent wage increases plus lump-sum payments based on 3 percent of each worker's previous-year earnings to be paid in November 1989 and 1990. The settlement retains the cost-of-living adjustments and increases hourly shift differential pay from 45 cents to 60 cents.

Profit-sharing plan

A $200 bonus will be added to the UAW-Caterpillar profit-sharing plan. Such payments are based on hours worked and wages earned during the year.

Job security provisions were expanded, giving all active bargaining unit members protection from layoffs except for those caused by declines in market volume. A group of 15,600 workers gained guarantees against layoffs for any reason, including market declines. The UAW also won a plant-closing moratorium which prohibits Caterpillar from shutting down any facility during the contract term.

Other contract improvements include increased pension benefits for current and future retirees, a four-day Independence Day weekend in 1989 and 1991, a prepaid legal services plan to be developed by a labor-management committee and a joint pilot project on ergonomics that will study safe job design.

The UAW added a penalty for excess overtime demanded by the company, with Caterpillar required to pay into a special fund the equivalent of 20 minutes compensation for each overtime hour worked in excess of 5 percent of straight-time hours. The fund will be jointly administered.

A joint health care committee will develop long-term care plans and will review cost-containment measures for mental health care and methods to assure quality in laboratory testing.

Sanctions levied against OCAW in Article XX case

AFL-CIO President Lane Kirkland has notified all affiliates that the Oil, Chemical & Atomic Workers has been found to be in noncompliance with the decision of an impartial umpire under the federation's internal disputes procedures and is therefore subject to sanctions under the AFL-CIO constitution.

The finding was reached by a subcommittee of the Executive Council consisting of Sec.-Treas. Thomas R. Donahue and Vice Presidents John J. Sweeney and Barbara Hutchinson.

Kirkland said the subcommittee's finding follows from the decision of an impartial umpire that the OCAW violated Article XX of the AFL-CIO constitution by its "ongoing participation as the exclusive bargaining representative of the employees at the former Dillingham Ship Repair Co. facility, Swan Island, Ore.," and by its "refusal to withdraw from that representation."

In his notification to affiliates, Kirkland said the union, effective Oct. 28, 1988, will be subject to the following provisions of Section 15 of Article XX:

1. The noncomplying affiliate shall not be entitled to file any complaint or appear in a complaining capacity in any proceeding under this article until such noncompliance is remedied or excused as provided in Section 16.

2. The federation shall, upon request, supply every appropriate assistance and aid to any organization resisting the action determined to be in violation of this article.

3. The federation shall appropriately publicize the fact that the affiliate is not in compliance with the constitution.

4. No affiliate shall support or render assistance to the action determined to be in violation of this article.

NLRB chairman affirms policy on hospital bargaining units

Dallas—Congress established the right of hospital workers to be represented by unions of their choice, and the National Labor Relations Board has an obligation to protect that right, NLRB Chairman James M. Stephens said.

That's why it has chosen to use its rulemaking authority to allow up to eight bargaining units in hospitals, Stephens told the Southwest Legal Foundation. He said the NLRB's intent in setting a guideline policy on bargaining units is to minimize delays and give hospital employees the same rights as other workers.

The history of representation cases affecting health care workers has been "delay, compounded by more delay," Stephens said. "By the time the unit issue is decided, the employees originally interested in union representation may not even be working in the bargaining unit any more."

He noted that representation hearings "go on for weeks, generating enormous legal expense, producing thousands of pages of record, and leading to enormous delays."

Making headlines

Stephens cited some misleading headlines on news stories of the NLRB's use of its rulemaking authority to determine appropriate hospital bargaining units, instead of proceeding on a delay-riddled course of case-by-case decisions.

A New York Times headline, "Labor Board to Allow Health Worker Unions," suggests the NLRB was "bestowing some new right or privilege," Stephens commented. And a Wall Street Journal headline, "NLRB Proposes Hospital Staffs Form into Units," suggests that the board "is somehow behind an effort to foster organizing," he said.

"We are simply trying to afford to health care workers the same opportunity afforded to workers in other industries, namely the right to vote in a timely manner on whether to be represented by a union," Stephens declared.

Congress extended full bargaining rights to health care workers 14 years ago by a strong bipartisan majority, he noted.

"If organizing does increase as the result of this rule," Stephens added, "it will be because employees have exercised their individual choice to be represented. If people find that objectionable, it is a matter with which Congress must deal. As I see it, we are merely following the original intent of Congress."

Teamsters approve new pact with producers

Hollywood, Calif—The Teamsters ratified a new 34-month contract with the Alliance of Motion Picture & Television Producers, ending a 24-day lockout and strike by 2,100 studio drivers.

The accord, approved by a 1,039 to190 vote, increases wages 45 cents an hour in each year of the contract for most classifications. Thwarting takeback demands of the Alliance, which represents some 200 producers, IBT Local 399 agreed to freeze the pay rates of two classifications at $16 an hour.

Local 399 drivers were locked out on Oct. 3 at Stephen J. Cannell Productions, Paramount Pictures and Lorimar Productions. The union then set up picket lines that spread industrywide. The drivers were joined on the line by 400 members of Laborers Local 724 and 100 members of Electrical Workers Local 40, who have also ratified agreements with the producers.

Management had sought interchangeability of drivers from all crafts on the set. The IBT agreed to a limited class of such drivers, but reserved 50 percent of all such workers for its members who will earn $1 an hour more than other drivers.

Marine Engineers pick Bush-Quayle ticket

Marine Engineers President C.E. DeFries announced MEBA's endorsement of the Republican presidential ticket of George Bush and Dan Quayle.

MEBA is one of three unions that abstained from voting on a presidential endorsement at the AFL-CIO General Board meeting last August. At that time, 64 unions representing 12,032,815 members—95 percent of membership—voted to endorse the Democratic ticket of Michael Dukakis and Lloyd Bentsen as best for workers and the country. There were no votes for the Republican candidates.

Lunchtime rally

Maryland Democratic Sen. Barbara Mikulski addresses a noontime crowd outside the Bakery, Confectionery & Tobacco Workers' headquarters in Kensington, Md., on behalf of the Democratic ticket. From left are Peter Franchot, candidate for the 8th District congressional seat of incumbent Connie Morella (R); Sen. Paul Sarbanes who is being challenged by Alan L. Keyes (R); BCT President John DeConcini and Mikulski.

Cuomo panel offers plan to revive steel industry

Greater investment, trade reform crucial

A blue-ribbon panel of labor, business, government and academic leaders outlined a long-term strategy aimed at revitalizing the nation's steel industry and reversing the growth in imports that has cost hundreds of thousands of jobs.

The Cuomo Commission on Trade & Competitiveness was named in 1987 by New York Gov. Mario Cuomo to advise the state and the nation on key U.S. industries. Future reports will focus financial services, telecommunications, apparel and food processing industries.

The widespread image of the American steel industry as decaying and obsolete is false, the commission said. But a comprehensive program to bring about increased investment and productivity and overcome unfair foreign trading practices is crucial to its future.

The commission also recommended that the voluntary restraint agreements that limit steel imports be extended for five years. The current agreements will expire in January, giving the next Administration's a major opportunity to demonstrate its position on trade to the American people, commission members noted.

Undercutting tactics

Steelworkers President Lynn Williams, a member of the panel, pointed out that many countries have modern steel producing facilities, but maintain unsafe working conditions and poor labor standards for workers. These tactics enable foreign producers to undersell U.S. manufacturers.

Revitalization and growth of the domestic steel industry is critical, Williams said, noting that the United States "is the only industrialized nation in the world where we can't meet our domestic steel needs."

More than 280,000 U.S. steel jobs have been lost since 1981, and workers and their communities have borne the brunt of the industry restructuring, the report said. But other factors, including improved productivity, the investment of worker concessions in modernization of facilities, union participation in decision making and a declining dollar, have helped to turn around the industry, it said. U.S. producers posted a $1 billion profit last year with a promising return slated for this year. Between 1982-1986, domestic steel producers lost $12 billion.

Investment crucial

The report cautioned that the current recovery cannot be sustained without continued investment, increased productivity and most importantly, a trade policy that addresses steelmaking capacity and "overcapacity" worldwide. The United States must press for reciprocity in trade, using access to the U.S. market as a bargaining chip, the report stressed. And the nation's trade policy must "seek to restore growth in markets important to U.S. industry, particularly in Latin America," it added.

The commission outlined its goals for a long-term steel strategy, including measures to:

- Restore the industry to sustained, long-term profitability.
- Provide domestic customers with a sufficient supply of quality steel at competitive prices.
- Minimize the steel trade deficit.
- Help steelworkers and their communities adjust to the structural changes in the industry.

It's child's play at Little Eagles center in the Syracuse, N.Y. postal facility.

Joint effort of postal unions delivers child care facility

Syracuse, N.Y.—Working parents at the postal service facility now have a safe, secure place to leave their children while they are on the job.

Through the combined efforts of the Postal Workers, Letter Carriers and the U.S. Postal Service, the Little Eagles child care center, located in the mail facility, opened in September.

The center's round-the-clock hours, seven days a week, accomodate parents who work second and third shifts and who may be required to work overtime. Children from eight weeks to 14 years of age can be cared for at Little Eagles; the facility includes a crib room, separate areas for playing, learning and eating meals, and a fenced-in outdoor play site. Its staff is licensed by the state department of social services, and 33 children can be enrolled per session.

President Jerry Segovis of NALC Local 134 said representatives from both unions met several months ago to discuss their members' critical child care needs. A task force with NALC and APWU members then was set up to work with Postmaster Jack Duchesne.

After Duchesne won agreement from the Postal Service to establish the center on site, the committee went to work, forming a nonprofit corporation, assessing members' needs, investigating other centers interviewing child care providers and developing a program for the postal facility.

The committee also directed the design and decoration of the center, and held fundraising drives to help purchase supplies and equipment.

Family boost

President Howard Evans of APWU's Central New York Local called the center "a major benefit . . . that will enable every postal worker to pursue her or his career and maintain a healthy and happy family life."

Segovis agreed, noting that working parents appreciate the convenience and safety Little Eagles. "Parents now have the opportunity to visit with their children while on lunch or work breaks," he said.

The center was dedicated Nov. 4 in a ceremony attended by APWU President Moe Biller, NALC President Vincent Sombrotto and Postmaster Gen. Anthony Frank.

Labor Dept. prepares rules for polygraphs, plant closing

Continued from Page 1

Other areas open to conflicting interpretations include definitions of affected employees to whom notice must be given, in cases where groups of workers may have bumping or transfer rights. The department suggests that the law can be interpreted "to require that notice be given to other employees who will likely lose their jobs because of bumping rights or other factors, to the extent that such workers can be identified 60 days in advance."

The department hopes to have interim regulations in place by Dec. 2, with the final regulations to be issued early in 1989.

It notes some possible interpretations of the Feb. 4 effective date of the law.

Differing views

One argument would be that the 60-day requirement means that no closings or mass layoffs could take place after the law takes effect unless workers had received a full 60-day notice.

Another view is that the clock doesn't start running until after Feb. 4, so that notice would not be required for closings that take place before Apr. 4.

But the Labor Dept. suggested that "prudent employers" give a 60-day advance notice for any closings or layoffs that occur after Feb. 4.

Solicitor of Labor George R. Salem acknowledged the difficulties of interpretation and said one issue that appears likely to end up in the courts involves the obligation of buyers and sellers in mergers and corporate takeovers.

On the polygraph law regulations, the interim rules will govern when the law takes effect on Dec. 27, but comments made up until Feb. 27, 1989 will be considered in shaping the final regulations.

Questions on which the Labor Dept. is soliciting comment include definitions of various terms used in the law, the exact scope of exemptions from the law, and the basis on which an employer can require a polygraph examination of a worker in connection with a specific workplace incident that results in economic loss or injury to an employer's business.

On the last point, the regulation draft stresses that the investigation must be tied to a specific incident to which an employee is directly linked. It notes that "the fact that items in an inventory are frequently missing from a warehouse would not be a sufficient basis for administering a polygraph test."

Print trades jurisdiction set under Teamsters-CWA pact

The Teamsters and the Communications Workers announced that they have settled a series of jurisdictional disputes in the printing trades.

The agreement, affirming the "amicable relations based on mutual respect" between the two unions, deals with conflicts that arose before the IBT's reaffiliation with the AFL-CIO. Most of the disputes also predated January 1987, when the International Typographical Union became the Printing, Publishing & Media Workers sector of CWA.

The agreement was signed by Teamsters President William J. McCarthy and CWA President Morton Bahr. AFL-CIO President Lane Kirkland, joining them in the announcement, said: "This is solid evidence that good faith efforts can resolve disputes. I congratulate both unions on an agreement that serves our goal of better representation for working men and women."

The IBT-affiliated Northern California Mailers Union will have unchallenged jurisdiction in its area, and the CWA will wind up the activities and operations of its affiliate, San Francisco-Oakland Mailers Union No. 18.

For its part, the IBT disclaimed any interest in taking over bargaining units in Rochester and Elmira, N.Y., represented by Empire Media Union No. 15.

The agreement also deals with court suits and representation issues in several other jurisdictions.

Direct talks between the CWA and IBT began soon after the Teamsters came back into the AFL-CIO.

AFL-CIO news

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MEMO FROM COPE

The Campaign Ends . . . the Future Begins

November

8

It's Time to Say Yes ✓

DUKAKIS/BENTSEN

AFL-CIO news

VOL. 33, NO. 46
SATURDAY
NOVEMBER 12, 1988

UNION YES

Democratic gains give Congress stronger role

No honeymoon for Bush in Senate

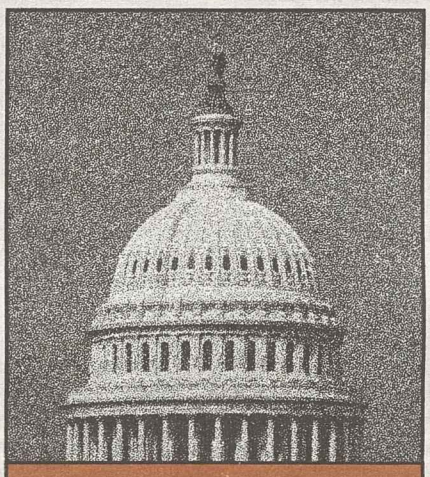
Ronald Reagan had a Republican Senate for the first six years of his Administration, but George Bush won't have that luxury. The Senate that will act on his legislative program—and consider his appointments to courts and regulatory agencies—will have a strengthened Democratic majority.

In terms of labor's program, the new Senate should be a couple of votes better than its predecessor. Mainstream Democrats and moderate Republicans will constitute a clear majority of the Senate in the 101st Congress—though not necessarily the two-thirds needed to override a presidential veto.

Democrats broke the GOP grip on the Senate in the 1986 midterm elections when the senators who swept to victory with Ronald Reagan in 1980 were up for re-election.

Republicans hoped for a comeback this year, helped by arithmetic if not presidential coattails. Democrats had 18 Senate seats at stake to only 15 held by Republicans. The open seats—those without an incumbent and most vulnerable to change—were equally divided, three from each party.

Continued on Page 12



Report on 100th Congress
Page 3

House majority widened by 5 seats

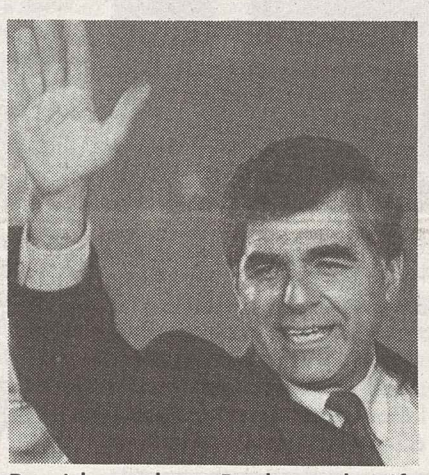
George Bush would probably use the dreaded 'L' word to describe the newly elected House of Representatives, with its 262-173 Democratic majority. But that would be an exaggeration.

The net gain of five Democratic House seats may or may not be enough to assure passage of a minimum wage or parental leave bill. But it almost certainly will be sufficient to prevent the takeover of the House by a conservative coalition, as happened at the start of the Reagan Administration when Republicans posted a 33-seat gain in the House. An intimidated 243-192 Democratic majority fell apart as "boll weevil" Democrats joined Republicans in voting Reagan a blank check.

Bush's lone victory, however, had no carrying power and nearly all incumbents were re-elected as had been anticipated. Democrats came out ahead in the tradeoffs, taking seven previously Republican seats and losing only two of their own. Recounts or absentee ballots could still tilt the final tally.

Continued on Page 2

Unions praised on all-out election effort



President-elect Bush and wife Barbara celebrate in Houston while Dukakis concedes in Boston.

Poll shows Dukakis got 69% of labor vote

By David L. Perlman

AFL-CIO President Lane Kirkland voiced pride in the role of America's union members in the election campaign, congratulated President-elect George Bush and pledged the federation's cooperation "in constructive efforts to build a better nation and better lives for all Americans."

Thousands of union members volunteered their time and energy to the presidential campaign in support of the Democratic presidential ticket of Michael Dukakis and Lloyd Bentsen, and Kirkland said their efforts made a difference.

Election Day polls showed that more than two-thirds of union members voted for Dukakis—some 20 percent above his share of the presidential vote nationwide.

A national survey conducted for the AFL-CIO by the Wilson Center found that 69 percent of AFL-CIO members and 68 percent of persons living in the household of a union member voted for Dukakis and Bentsen.

Labor's Democratic vote

Exit polling by the ABC network showed 67 percent of voters from union households cast their ballots for Dukakis and Bentsen.

Kirkland noted that the AFL-CIO poll revealed that four out of five members had been contacted by their union about the election. He expressed "deepest appreciation" for the workers and retirees who staffed telephone banks and passed out leaflets.

While the outcome wasn't what the AFL-CIO had

Continued on Page 12

Voters back labor on key issues

Support prevailing wage, Cal OSHA, pay floor rise

By Arlee C. Green

Labor's positions on ballot initiatives and propositions in several states were overwhelmingly endorsed by voters.

In three closely watched proposals:

- Massachusetts voters rejected the repeal of the prevailing wage law on state construction projects, voting 59-41 percent against ending the measure.
- Californians called for the revival of a state-run job safety and health program by a 4,518,715 to 3,890,634 vote.
- Some 150,000 low-paid workers in Washington state will get a raise next Jan. 1, as the voters by more than a 4-1 margin approved an increase in the state's minimum wage.

In other ballot initiatives, the Utah AFL-CIO joined with the Taxpayers for Utah—a coalition that included churches, businesses and the former and current governors—to defeat three referendums that would have cut the state's tax base by $329 million. The proposals would have limited property taxes, rolled back sales, tobacco, gasoline and income taxes to 1986 levels and provided state income tax credits

Continued on Page 2

COPE rolls up 67 percent victory margin

Two of every three union-endorsed candidates in congressional and gubernatorial races were elected Nov. 8. By COPE's count, that's a victory margin of 67 percent.

Director John Perkins of the Committee on Political Education credited labor's get-out-the-vote efforts for the turnout of union members and their families at the polls. "One would have to go back to the 1976 election to find a better result in a presidential election year," he said.

Perkins noted that while election analysts found overall voter turnout of just 50 percent to be at its lowest level since 1924, COPE statistics showed that union members voted at a rate in excess of 65 percent. That's more than 15 percent above the rate of the general electorate, he said.

The 1988 COPE winning margin exceeded the scope of victories by labor-endorsed candidates in the 1986 races for congressional seats and governorships. In 1984, 62.5 percent of COPE-endorsed candidates won election or re-election.

In the decided Senate races, labor endorsed 29 candidates—28 Democrats and one Republican. Eighteen—all Democrats—were elected for a margin of 62 percent.

Of the 315 Democrats and 10 Republicans who had COPE's endorsement in their races for seats in the House of Representatives, 220, including 10 Republicans, won—a 68 percent score. Three House races remain undecided.

State federations made endorsements in 11 of the 12 gubernatorial races and five COPE-backed candidates—all Democrats—were elected to state house seats.

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11/12/88

Democrats boost lead in governorships to 28-22

By Candice Johnson

In the 12 governorships on the line this election year, Democrats made a net gain of one, increasing their total to 28 while the Republicans slipped to 22.

Nine incumbents—three Democrats and six Republicans—were on the ballot, while two governors retired and one was not permitted to run for a third term under state law.

Voters in Indiana elected their first Democratic governor in 20 years, as Sec. of State Evan Bayh, son of former Sen. Birch Bayh, defeated Lt. Gov. John M. Mutz (R) by a 53-47 percent margin to capture the seat of resigning Republican Gov. Robert Orr. Bayh, 32, won the backing of the State AFL-CIO and had a strong lead in the polls for several weeks.

In a big victory, West Virginia voters rejected the fourth re-election bid of GOP Gov. Arch A. Moore Jr., voting in insurance executive and businessman Gaston Caperton (D) by a 59-41 percent margin. Moore trailed the COPE-endorsed Caperton in the polls, but fought back in the campaign's final days with a barrage of negative ads questioning Caperton's positions on voluntary prayer in schools and the control of AIDS. But Moore was hurt by the state's foundering economy—West Virginia's unemployment rate of 8.7 percent is the second highest in the nation.

Incumbent Democratic Governors George A. Sinner of North Dakota, Booth Gardner of Washington, and Madeleine Kunin of Vermont easily won re-election over their GOP challengers. Kunin, the first woman in the nation's history to be elected governor for a third term, defeated state House Republican minority leader Michael Bernhardt by a 56-43 percent margin. COPE-endorsed, Kunin campaigned on the strength of her environmental record and the state's relatively strong economy.

Gardner coasted to victory in Washington, winning over state Rep. Bob Williams, a conservative Republican, by a 63-37 percent vote. COPE-endorsed Gardner is credited with bringing new industry to the state.

COPE-endorsed Sinner easily won re-election in North Dakota, defeating businessman Leon Mallberg (R) by a 60-40 percent margin. Sinner has been focusing on economic development to offset declines in the state's agricultural industry, hard hit by the summer drought.

In other key statehouse races:

Montana—Former GOP state Sen. Stan Stephens, a leader of the party's conservative faction, edged by former Gov. Thomas L. Judge by a 53-47 percent margin in the race for the seat vacated by retiring Democratic Gov. Ted Schwinden. The vote puts a Republican in the governor's mansion for the first time in two decades.

Utah—Incumbent GOP Gov. Norman H. Bangerter narrowly defeated Salt Lake City Mayor Ted Wilson (D). Bangerter had been trailing Wilson in the polls but came out on top by a 40-38 margin. Independent Merrill Cook, a mining explosives manufacturer, got 21 percent of the vote.

Rhode Island—Although charges of unethical practices drove the approval rating of incumbent Gov. Edward D. DiPrete (R) from 80 to 40 percent, he managed to squeak past Democratic challenger and Providence businessman Bruce Sundlan by a 51-49 margin in this season's tightest gubernatorial race. Sundlan is considering a recount after losing by 6,000 votes.

New Hampshire—GOP state Rep. Judd Gregg defeated Democratic challenger Paul McEachern, a lawyer who had gained 46 percent of the vote in his 1986 campaign against retiring Gov. John J. Sununu (R). Gregg won the open seat with a 62-38 percent margin.

In North Carolina, incumbent GOP Gov. James G. Martin won 56 percent of the vote over Democratic challenger Robert B. Jordan, while Delaware's incumbent Gov. Michael N. Castle (R) swept to a 71-29 percent win over Democrat Jacob Kreshtool. In Missouri, Republican incumbent John Ashcroft was re-elected to a second term by a 65-35 percent margin over the COPE-endorsed candidate, Democratic state Rep. Betty Hearnes.

Governors elected

Delaware—Michael N. Castle (R)*
Indiana—Evan Bayh (D)†
Missouri—John Ashcroft (R)*
Montana—Stan Stephens (R)†
New Hampshire—Judd Gregg (R)
North Carolina—James G. Martin (R)*
North Dakota—George A. Sinner (D)*
Rhode Island—Edward D. DiPrete (R)*
Utah—Norman H. Bangerter (R)*
Vermont—Madeleine M. Kunin (D)*
Washington—Booth Gardner (D)*
West Virginia—Gaston Caperton (D)†

* incumbent † party change

Down to the wire

AFL-CIO President Lane Kirkland and Maryland's Sen. Paul Sarbanes distribute get-out-the-vote messages to members of the Graphic Communications Union outside their Glenn Dale, Md., plant. Several thousand labor volunteers participated in the AFL-CIO's second Leaflet Day to encourage union members and their families to support labor-endorsed candidates. COPE-endorsed Sarbanes was re-elected by a 62-percent vote.

Labor's positions supported in votes on key ballot issues

Continued from Page 1

to parents of children who attend private schools.

In Arkansas, the State AFL-CIO was instrumental in winning a 61-39 percent voter approval for an ethics in government and lobbyist disclosure act. The measure, effective next Jan. 1, will require lobbyists and some government officials to report on lobbying activities, including loans, gifts, and other expenditures.

The Arkansas AFL-CIO's attempt to gain a state constitutional amendment for a fair tax system lôst, with just over 60 percent of the voters saying no. Voters apparently succumbed to a last-minute media blitz funded by an unnamed fat cat, said State AFL-CIO Sec.-Treas. Jim Clark.

The battle to save the Massachusetts prevailing wage law will have longtime beneficial impact, said State AFL-CIO President Arthur Osborn. He headed the coalition of labor unions and consumers, elderly, minorities and women's groups that became a "unified force that's not going to go away."

The defeat of the proposition is a stinging setback for the Associated Builders & Contractors, Chamber of Commerce and several other employer groups that pressed the attack on the wage law.

"We had to fight the distortions and lies the opposition put out—we did this through grassroots organization," said Osborn. "The solidarity was bigger than on any project I've been involved in. All of labor can rejoice in this. The National ABC will have to regroup, because we kicked their butts."

Cal-OSHA endorsed

Approval of the California Proposition 97 restores the state's Occupational Safety & Health Administration, which Republican Gov. George Deukmejian abolished in 1987 in favor of the federal OSHA program.

"This is a great victory, not only for workers, but for all Californians," said State AFL-CIO Executive Sec.-Treas. John F. Henning of the 4,517,019 to 3,888,227 vote. "Voters understood that a society must protect its workers. The toxic perils do not stop at the plant gate and Cal-OSHA was superior to the federal OSHA in every respect."

Washington state's minimum wage proposal won on a 1,615,879-to-369,224 tally. It calls for the pay floor to rise from $2.30 an hour to $3.85 on Jan. 1 and to $4.25 a year later. Coverage will be extended to farm workers and there are no provisions for a subminimum wage and no tip credit, said State AFL-CIO President Lawrence Kenney.

Church, women, community and minority groups joined the state federation in gathering more than 300,000 signatures—double the number needed to get the measure on the ballot. "Roughly 47,000 persons in the state earn less than $2.30 an hour, 55,000 more below $3.35," he said.

House outcome foils Bush mandate

Continued from Page 1

Here's where party changes took place:

Florida—The 5th District seat that Democrat Buddy MacKay gave up to run for the Senate was taken by Republican Cliff Stearns, a motel operator.

Georgia—Republican Pat Swindall found that his indictment on charges involving laundering of drug profits was too big a burden in his bid for a third term in a suburban Atlanta district. Swindall, with an 11 percent COPE score, was trounced by Democrat Ben Jones, a television actor who lost to him two years ago.

Illinois—A Chicago suburban district tilted Democratic as labor-supported candidate George E. Sangmeister edged out incumbent Republican Jack Davis in a bitter contest. Davis called a consumer group that endorsed the Democrat a "fellow-traveler" of the American Civil Liberties Union.

Nebraska—In the Omaha area seat that Republican Hal Daub gave up for a losing Senate primary bid, Democrat Peter Hoagland won in an election clearly defined on issues. Hoagland supported labor's call for a minimum wage increase and backed the plant-closing notification law. Republican loser Jerry Schenken opposed both.

New York—In Westchester County, Republican Joseph J. DioGuardi was beaten in his run for a third term by the effective campaign of Democrat Nita Lowey.

Oregon—Democrat Mike Kopetski apparently defeated Republican Denny Smith, who thought his 5th District seat was safe enough that he could lead a publicity-rich state campaign for a ballot initiative to prohibit parole of repeat felons. Smith's 8-percent COPE score is the lowest in the state.

Rhode Island—Trying for a 15th term, House Banking Committee Chairman Fernand J. St Germain was upset by Republican Ron Machtley. Ethics allegations against St Germain left him vulnerable.

Texas—When Republican Beau Boulter gave up his 13th District seat to run for the Senate against the formidable Lloyd Bentsen, the easy winner was Bill Sarpalius, a state senator who defines himself as "a moderate to conservative Democrat."

In the 14th District, two-time Republican Mac Sweeney lost his grip on a traditionally Democratic district. The winner was Democrat Greg H. Laughlin, who had come close two years ago.

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1988

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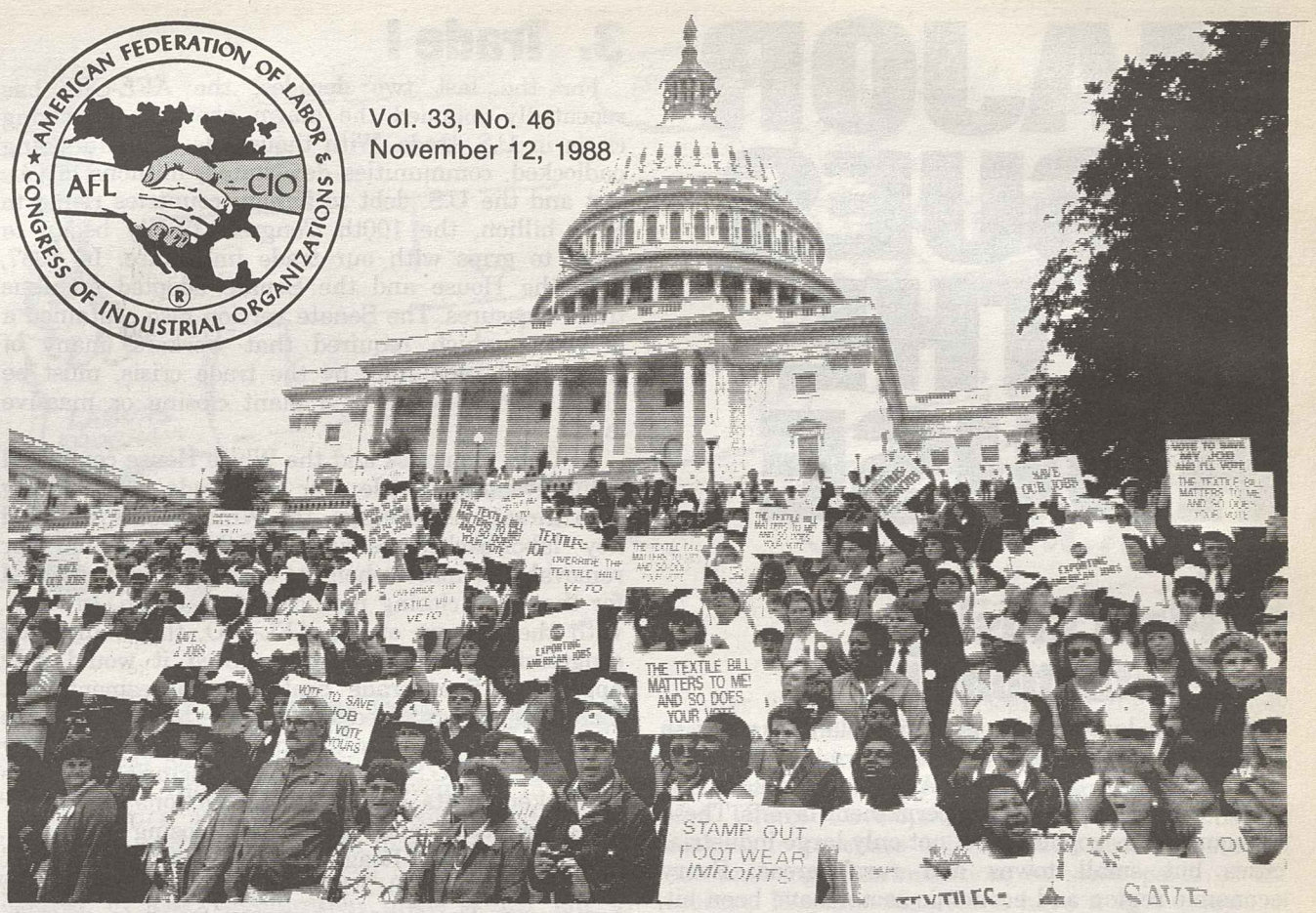


REPORT ON CONGRESS

By Lane Kirkland

The 100th Congress will be remembered best for its willingness to stand up against the anti-labor legislative policies of the Reagan administration. This centennial Congress enacted laws to help America's working families and laid a firm foundation for future action on unresolved issues.

The stage was set in 1987 when the Democrats regained control of the Senate. Working in tandem, House Speaker Jim Wright and Senate Majority Leader Robert C. Byrd forged a working majority of pro-labor Democrats and moderate Republicans.

A crucial battle in the 100th Congress was fought between Congress and the White House over plant closing protections. For over a decade the AFL-CIO had sought legislation that would require companies to provide advance notice of plant closings or mass layoffs to workers and their communities. A Senate provision, mandating that plants with 100 or more employees provide at least 60-day notice, was added to the omnibus trade bill.

After a year of obstructionist tactics, President Reagan vetoed the entire trade package, citing the plant closing language as his primary objection. The AFL-CIO fought back by developing a grass-roots lobbying offensive intensified by a back-home, prime-time media campaign. Although the veto was easily overridden in the House, the Senate fell a handful of votes short of the needed two-thirds margin.

With TV and radio carrying labor's message to the nation and union members back home continuing to barrage their legislators, national attention focused on the issue. Public opinion polls demonstrated that over 80 percent of the American people supported the plant closing provision. Labor's Congressional allies, led by Sen. Lloyd Bentsen, took advantage of this public pressure to pass a separate plant closing bill with veto-proof majorities in both the House and the Senate. Knowing that a second veto faced a certain override, President Reagan allowed the bill to become law without his signature.

With the plant closing issue successfully resolved, the Congress forged ahead on trade reform. Democrats pushed through legislation which at long last targeted habitual unfair trade practices by our foreign competitors and set sanctions against them. The landmark bill also defined the abuse of workers' rights abroad as an unfair trade practice, allocated funds for an ambitious dislocated worker retraining program and extended the existing trade adjustment assistance program.

On other workers' rights issues, Congress stepped in to stop employer abuse of so-called "lie detectors." Legislation was signed into law to ban their use as a pre-employment screening device, while on-the-job use of polygraphs was tightly restricted. Legislation to prevent unscrupulous employers from misusing federal bankruptcy law to deprive retirees of critical health and life-insurance benefits also was enacted. On a related issue, the nation's senior citizens and their families were protected from the financially ruinous effects of costly medical illness through a new catastrophic health care program.

The 100th Congress enacted landmark legislation in civil rights. It overrode President Reagan's veto of legislation to overturn the Supreme Court's 1984 Grove City decision. This high-court ruling had undermined 20 years of federal civil rights law by weakening sanctions against discrimination by educational institutions receiving federal funds. The new law reversed the Supreme Court's decision.

Determined to find a civil rights issue it could support to make Vice President George Bush look moderate, the Administration reversed gears and went along with Congressionally passed legislation to crack down on illegal discrimination in housing by adding effective remedies, penalties and enforcement mechanisms to the original 1968 Fair Housing law. The White House, however, continued its unrelenting opposition to anti-apartheid legislation and blocked efforts to strengthen economic sanctions against the racist South African government.

Labor's 1988 report card on Congress tabulates the votes on major issues of concern to the AFL-CIO in the second session of the 100th Congress.

House members have been judged on 14 key issues—"R-right" or "W-wrong"—on the basis of the position the AFL-CIO took on the legislation. Senators have been rated on 14 key votes.

The tables also include the cumulative voting record and cumulative "right" percentage of each member since election to the House or Senate. With the voting records are brief descriptions of the issues—what the vote was about and its importance to union members and the nation.

Issues of prime importance to labor are the first 10 votes in the House and the first 11 votes in the Senate. In the tabulations they are the votes listed to the left of the rules.

Senate filibusters and Presidential veto threats thwarted final action on a number of important pro-worker bills passed by the House.

A filibuster by Republican conservatives in the Senate blocked the high-risk notification bill. This job-safety initiative—the first considered by Congress in many years—would have set up a system to identify toxic workplace substances and notify those workers in danger of contracting occupational disease. Unfortunately, a majority of the Senate put the pleas of business lobbyists ahead of the health of American workers and failed to stop the filibuster after four attempts.

The same fate awaited building-trades workers as a filibuster threat by Senate Republican Minority Leader Bob Dole blocked legislation to safeguard their union contracts by outlawing the practice of "double breasted" contracting in the construction industry. Legislation to reform the Hatch Act—to restore full political rights to federal and postal workers—also fell victim to similar threats by North Carolina Senator Jesse Helms.

Another filibuster—this time by Senator Orrin G. Hatch—thwarted a bill to increase the minimum wage. Despite the best efforts of Senators Byrd and Kennedy, Republican conservatives talked to death efforts to increase the $3.35 per hour minimum wage, last raised in 1981, by a meager $1.20 by 1991.

On family issues, Senate conservatives, who so often pay homage to "family values," showed their true colors on measures aimed at helping middle-class Americans. Their filibuster tactics stopped a bill to provide working parents unpaid, job-protected leave to deal with personal or family medical problems, including the birth of a child. A second bill, to make child care and related services more affordable and to improve the quality and quantity of child care facilities and personnel, was also derailed.

White House opposition stymied two other initiatives: bills to modernize the Davis-Bacon Act and a proposal to enforce labor protections for airline workers adversely affected by mergers. These pro-worker amendments were dropped by House and Senate conferees in the final stages of consideration of the measures to which they had been attached.

Overall, union members should be proud of the legislation enacted to protect workers, but the final chapter of the 100th Congress is an index of unfinished business for the Congress that will follow. Completed action on issues like minimum wage, the "double-breasting" bill, family and medical leave, child care, Hatch Act reform and high-risk notification all await the outcome of the 1988 elections. Clearly, the prognosis for these and other issues like overhaul of the Occupational Safety and Health Act (OSHA) will be enhanced if the nation elects a President and a Congress committed to the legislative aspirations of American workers and their families.

No matter what the political scenario in the years ahead, labor's successes will continue to depend upon the degree to which union members take advantage of their Constitutional right to "petition the Government for redress of grievances." To help our members do this effectively in the 101st Congress, the AFL-CIO will continue to develop new and effective grass-roots weapons, to help union members get involved and make their voices heard in the legislative process.

When union members write letters, send postcards, demonstrate and picket, or meet face-to-face with their elected officials to hold them accountable for their performance, labor's Capitol Hill lobbying efforts are strengthened.

To those union members who did get involved during 1987-88, we say thanks. In the final analysis, the most important legislative lesson from the centennial Congress is that grass-roots lobbying by the people—union members and their families—can make the difference.

MAJOR ISSUES IN THE HOUSE

1. Plant Closing Protections I

Over the last decade, no-notice plant closings in this country have occurred with alarming frequency. Each year over two million American workers lose their jobs in shutdowns and permanent layoffs. These economic catastrophes affect not only large industrial cities but small towns and rural areas. Every economic region and economic sector have been hit; even the highly touted computer and service sectors have been plagued by plant shutdowns and lost jobs.

In 1987, a plant closing amendment was added to the Senate version of the House-passed trade bill, thanks to the hard work of Senators Howard Metzenbaum (D-Ohio) and Ted Kennedy (D-Mass.). The plant closing section provided workers at job sites of 100 or more employees with 60-day advance notice of a permanent plant closing. The amendment also established a unit in the U.S. Department of Labor to oversee federal and state programs assisting the re-employment of dislocated workers. Nearly $1 billion was authorized, primarily for state delivery of training, education, job-search assistance and other services to help displaced workers.

As the House prepared to vote on the final conference report on the trade bill, President Reagan threatened to veto the entire package if the plant closing provision remained. During House consideration, Republican minority leader Rep. Bob Michel (R-Ill.) led a futile effort to eliminate the plant closing amendment. His motion was defeated, 167-253, on April 21.

For - Wrong Against - Right

2. Plant Closing Protections II

Making good on his threat, President Reagan vetoed the trade bill with its plant closing language. The Senate failed to override the veto. An explosion of public support for plant closing notification followed, fueled by effective grass-roots lobbying by union members throughout the country. The Senate and House Democratic leadership then agreed on a strategy to resurrect the plant closing section as a separate bill.

On July 13, the House approved the plant closing bill by an overwhelming 286-136 vote. Because the margins in both the House and Senate were "veto-proof," President Reagan was forced to back off, allowing the bill to become law without his signature.

For - Right Against - Wrong

3. Trade I

For the last two decades, the AFL-CIO has repeatedly sounded the alarm about the evolving crisis in U.S. trade. With thousands of plants being padlocked, communities devastated, millions of jobs lost and the U.S. debt to foreign countries rising to $424 billion, the 100th Congress finally began to come to grips with our trade imbalance. In 1987, both the House and the Senate adopted omnibus trade measures. The Senate version also contained a provision which required that workers, many of whom had been hurt by the trade crisis, must be given 60-day notice of a plant closing or massive layoff.

In 1988, Congress and the White House conducted a highly public battle over U.S. trade policy. Using veto threats as leverage, the White House targeted key labor-backed sections of the trade bill for removal. The most vehement opposition was reserved for the plant closing notification provision. In April, with the support of the AFL-CIO, the Democratic congressional leadership announced it would only approve a final trade conference agreement that included: an expanded trade adjustment assistance program, a mechanism to reduce the trade deficit by strengthening U.S. trade law; the inclusion of abuse of worker rights abroad as an "actionable" unfair trade practice; and the plant closing provision. Despite President Reagan's veto threat, on April 21 the House voted 312-107 to adopt the conference agreement. The Senate, however, failed to override the veto. Later, separate trade and plant closing bills were passed and enacted into law.

For - Right Against - Wrong

Trade bill strategy session—Speaker Wright confers with AFL-CIO President Lane Kirkland, chief lobbyist Bob McGlotten and Research Director Rudy Oswald.

4. Trade II—Veto Override

On May 24, President Ronald Reagan kept his promise and vetoed the omnibus trade bill, citing the plant closing provision as his principal objection. Although for many months the President had denounced the pro-worker provision, he toned down his veto message in response to public-opinion polls showing that 82% of the American people supported the provision. The House of Representatives, like the public, disagreed with his veto. Within hours, the House on May 24 overrode the veto by an overwhelming 308-113—20 votes more than the two-thirds majority needed.

For - Right Against - Wrong

House Speaker Jim Wright leads off press conference at Democratic National Committee headquarters on plant closing bill.

The People v. Reagan's veto: Textile and Shoe workers rally on Capitol steps to save American jobs.

5. Trade III—Textiles, Apparel and Shoe Imports

Another trade bill of major importance sought to regulate the influx of textile and shoe imports into the United States. Devastation of these industries over the last decade has been accompanied by an epidemic of plant shutdowns and over 300,000 lost jobs, despite 1974 international trade agreements to provide for the orderly growth of textile and apparel imports. Apparel imports have captured nearly 60% of the U.S. market.

In 1988, the Senate completed action on House-passed legislation backed by the AFL-CIO to force compliance with existing trade agreements for textiles while also providing relief for the import-stricken shoe industry. President Reagan had vetoed similar legislation in 1985. Under the new bill, imports of 185 categories of textiles and apparel would be limited to a one percent annual increase, based on 1986 levels. Meanwhile, imports on 15 categories of shoes would be frozen at 1986 levels. As he had done in 1985, President Reagan again vetoed the legislation. By a 272-152 vote on October 4, the House failed to achieve the two-thirds vote needed to override the President's veto.

For - Right Against - Wrong

6. Foreign Ownership in the United States

One result of the massive trade and federal budget deficits is the increase in U.S. dependence on foreign capital to pay for these debts. Because of the Reagan Administration's policy of devaluing the dollar, U.S. assets have become comparatively cheap—an easy target for foreign takeovers. The result has been an influx of foreign capital into the U.S. to buy not only government securities, but real estate, agricultural land and manufacturing facilities as well. Today, foreign ownership in the U.S. is conservatively estimated at about $1.5 trillion.

As foreign investors continue to spend billions of dollars to buy America's productive assets, there is a danger that technology and jobs could move offshore at an accelerated pace. Unfortunately, unlike other governments, the U.S. has no reliable, comprehensive and detailed information about the ever-changing picture of foreign ownership. Thus it is difficult to formulate sound national economic policies to address this situation.

As a result, the AFL-CIO supported legislation introduced by Rep. John Bryant (D-Tex.) to require major foreign investors to report their participation in ownership of U.S. assets, and to make this information available to the Executive Branch, the Congress and other authorized individuals. Despite the Reagan Administration's opposition, the House approved the Bryant amendment by a 250-170 vote on October 5.

For - Right Against - Wrong

7. Fair Wages for Construction Workers

The 1931 Davis-Bacon Act insures that workers on federally financed construction projects will be paid at wage rates that prevail in their community. For over 50 years, this law has assured that contractors who uphold community labor standards have a fair chance to compete for government projects without being underbid by firms using cut-rate labor. It has also protected the government and taxpayers from fly-by-night operators seeking to win federal contracts by paying wages too low to attract competent craftsmen. During debate on a Department of Defense authorization bill, Rep. Charles Stenholm (D-Tex.) offered an amendment designed to undercut a labor-backed proposal to modernize the Davis-Bacon law. Stenholm's amendment would have exempted 80% of all military construction from the fair-wage standards of the Davis-Bacon law by increasing the $2,000 contract exemption threshold to $250,000. By a narrow 204-210 vote on May 3, the House rejected his proposal.

For - Wrong Against - Right

8. Polygraph Protection

The use of polygraphs and other so-called "lie-detectors" has reached shocking levels in America's workplaces. Workers in the private sector are subjected to more than two million "lie detector" tests every year, four times the number given just 10 years ago. According to estimates, at least 200,000 Americans lose jobs or are denied employment opportunities solely because of inaccurate "lie detector" tests. Because of the continuing widespread abuse of polygraphs and their lack of reliability, 22 states have limited or outlawed polygraph examinations in the workplace. But a state-by-state approach to banning these devices would take years to accomplish. Thus a uniform federal prohibition is needed.

To put an end to this abuse, the House agreed to the conference report on labor-backed legislation to outlaw the use of polygraphs in most private-sector workplaces. The bipartisan legislation—originally sponsored by Reps. Pat Williams (D-Mont.) and Jim Jeffords (R-Vt.)—was approved by a 251-120 vote on June 1. The bill was later signed into law.

For - Right Against - Wrong

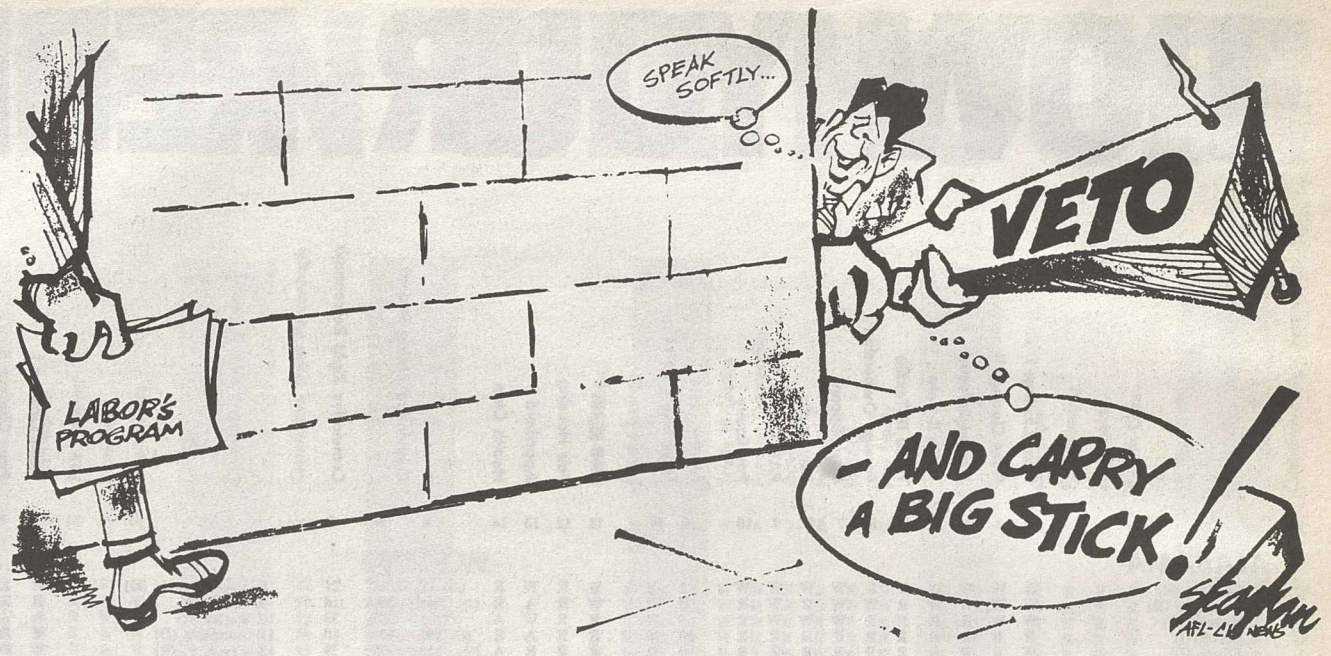
9. PATCO

Five years ago, the Professional Air Traffic Controllers Organization (PATCO) went on strike to protest working conditions which posed a safety hazard to the public. President Reagan responded by firing the 11,000 striking PATCO members and making their re-employment by the Federal Aviation Administration (FAA) nearly impossible. As a result, today's federal air traffic control workforce is too small to meet the ever-increasing demands of managing air travel in the nation's skies. For example, in 1986 the FAA hired only 30 new controllers—far below its goal of 482.

With growing public concern over airline safety, members of Congress renewed efforts to force the Department of Transportation to rehire fired PATCO workers. Fearing that the FAA would fail to begin the needed rehirings voluntarily, Representatives Guy Molinari (R-N.Y.) and Frank Annunzio (D-Ill.) sponsored a labor-backed bill directing the FAA to rehire 1,000 of PATCO strikers in 1988-89. By a 234-180 vote on March 30, the legislation was approved.

For - Right Against - Wrong

AFL-CIO Secretary-Treasurer Tom Donahue gives AFL-CIO viewpoint on child care before Congressional hearings.



10. Pay Equity for Women

Equal pay for work of comparable value is a major goal of the American labor movement. In recent years, labor's concern for pay equity has led to legislative and judicial efforts to assure that women workers are not the victims of wage discrimination caused by pay classification plans which fail to compensate them adequately for their level of skills. In the House, the AFL-CIO backed legislation sponsored by Rep. Mary Rose Oakar (D-Ohio) to advance the cause of pay equity for women at the federal level. The Oakar bill provided for an independent study to determine whether the federal government salary structure undervalued jobs that are filled primarily by women. If a determination were made that pay discrimination existed, the measure required development of legislative proposals to close the pay gaps. Pay reductions in predominantly male occupations were specifically prohibited. The key vote on the Oakar bill came on the vote on the debate rule under which the legislation would be considered. The rule was approved by a 297-101 vote on September 27.

For - Right Against - Wrong

11. Civil Rights

In 1984, a U.S. Supreme Court decision threatened 20 years of federal civil rights law. In a case involving Grove City College in Pennsylvania, the Court ruled that an educational institution could still receive federal funds even though one of its departments or other activities engaged in discrimination. The Court's Grove City decision drastically narrowed the protection provided by Title IX of the Education Amendments of 1972. Since the three other federal laws that prohibit discrimination by recipients of federal funds use the same terminology, the Justice Department immediately announced that it would apply the Grove City decision to weaken the enforcement of those laws.

In passing these civil rights laws, Congress intended that the entire agency or institution receiving the federal dollars be deterred from discrimination, not simply the program or activity receiving the federal funds. The Grove City ruling made congressional action necessary to restore to the four civil rights laws their original meaning. In 1984, conservative opposition in the Republican-controlled Senate blocked passage; in 1985-86, conservatives in the House succeeded in loading onto the bill controversial, non-germane amendments which prevented final House action. Finally, in 1988, Congress passed the Civil Rights Restoration Act—only to have it vetoed by President Reagan. In the showdown with the Reagan Administration over whether or not this nation would continue its commitment to civil rights, Congress reaffirmed its intent, overriding the veto with a House vote of 292-133 on March 22.

For - Right Against - Wrong

12. Fair Housing

The freedom to obtain the housing of one's choice has proven to be the most elusive civil rights objective. The 1968 Fair Housing Act prohibited discrimination in the sale, rental, marketing, financing and related activities affecting housing. However, the law did not include an effective enforcement mechanism. The only real option left to those encountering housing discrimination was to spend years in court and thousands of dollars on a private law suit. For most low- and middle-income victims, this is no real option at all.

After 20 years, it was clear that the law simply was not working. Evidence of persistent, unlawful housing discrimination is abundant. According to statistics compiled by the Department of Housing and Urban Development (HUD), black families seeking to purchase a home have a 48% chance of encountering discrimination; in some parts of the country, Hispanic-Americans have a 96% chance of being discriminated against. The record of discrimination against the disabled, families with children, women, and Asian-Americans is just as dismal.

As a result, the AFL-CIO strongly supported legislation to strengthen fair housing laws by instituting strong enforcement procedures and stiff penalties for housing discrimination. The labor-backed bill was passed by the House by an overwhelming 326-23 vote on June 29.

For - Right Against - Wrong

13. Fighting Racism in South Africa

Since 1958, the AFL-CIO has repeatedly expressed its outrage in Congress, international forums and elsewhere over the South African government's longstanding racist policy of apartheid. Under this system, black South Africans—who comprise nearly 75% of the nation's population—endure a strictly enforced policy of racial discrimination and segregation that denies them basic human rights. For trade unionists in South Africa, apartheid can be particularly vicious, denying workers the freedom of association necessary to improve wages and working conditions.

In 1986, the AFL-CIO backed the passage of legislation to impose a series of economic sanctions on South Africa in order to pressure that government to move toward reform and the elimination of apartheid. Two years later, it was apparent that the Anti-Apartheid Act of 1986 was not successful, due in part to a lack of enforcement by the Reagan Administration. In the meantime, the South African government has continued to ban, disrupt and infiltrate union meetings and jail union leaders, often without bringing charges against them. Legislation strongly supported by the AFL-CIO to put more pressure on that government by prohibiting nearly all U.S. trade and investment in South Africa passed the House 244-132 on August 11.

For - Right Against - Wrong

14. Catastrophic Health Insurance

The AFL-CIO has long supported legislation to give elderly Americans necessary relief from the overwhelming medical costs resulting from acute or chronic illness. Because Medicare covered few of these expenses, this type of catastrophic illness meant possible financial ruin for elderly and disabled citizens. In 1987, the House and Senate passed legislation to expand Medicare coverage to protect against catastrophic and long-term illnesses. Under the legislation, Medicare beneficiaries will be eligible for unlimited free hospitalization after payment of an annual deductible, coverage for physicians' bills over $1,400 a year, and a drug benefit to help with the costs of outpatient prescription drugs in excess of $600 a year. On May 25, a House-Senate conference committee unanimously approved a final version of the bill, and on June 2 the House voted 376-23 to adopt the measure.

For - Right Against - Wrong

HOW YOUR REPRESENTATIVES VOTED

	1	2	3	4	5	6	7	8	9	10	Total Labor Votes			Civil Rights	Fair Housing	Apartheid	Health Care	Cumulative Voting Record		Cumulative Right Percentage
	Plant Closings I	Plant Closings II	Trade I-Reform	Trade II-Veto	Trade III-Textile	Foreign Ownership	Davis-Bacon	Polygraphs	PATCO	Pay Equity										
											R	W	%					R	W	%
ALABAMA																				
1. Callahan (R)	W	W	W	R	W	W	W	W	W	W	2	8	20	W	R	W	R	13	48	21
2. Dickinson (R)	W	W	W	R	W	W	W	W	W	W	3	7	30	W	R	A	R	44	280	87
3. Nichols (D)	W	W	W	R	W	W	W	W	W	W	3	7	30	W	R	A	R	101	207	33
4. Bevill (D)	R	R	R	R	R	R	R	R	R	R	10	0	0	R	R	A	R	185	124	60
5. Flippo (D)	W	R	R	R	R	R	R	R	R	R	8	2	20	R	R	A	R	113	79	59
6. Erdreich (D)	W	W	R	R	R	R	R	W	R	R	7	3	30	R	R	A	R	65	72	47
7. Harris (D)	W	W	R	R	R	R	R	W	R	R	7	3	30	R	R	A	R	24	80	23
ALASKA																				
AL Young, D. (R)	R	R	W	R	W	R	A	W	R		5	4	44	R	R	A	A	108	139	44
ARIZONA																				
1. Rhodes (R)	W	W	W	R	W	W	W	W	W	W	0	10	0	R	R	A	R	2	28	7
2. Udall (D)	W	W	W	R	W	R	A	W	R	W	8	2	20	R	R	A	R	268	43	86
3. Stump (R)	W	W	W	R	W	W	W	W	A	W	0	10	0	W	R	W	W	16	186	8
4. Kyl (R)	W	W	W	R	W	W	W	W	A	W	0	10	0	R	R	W	W	1	28	3
5. Kolbe (R)	W	W	W	R	W	W	W	W	W	W	0	10	0	R	R	W	W	5	36	8
ARKANSAS																				
1. Alexander (D)	R	R	R	R	R	R	R	R	R	R	10	0	0	R	R	R	R	201	85	70
2. Robinson (D)	R	R	R	R	W	R	R	R	R	R	8	2	20	R	R	R	R	47	83	36
3. Hammerschmidt (R)	R	R	R	R	W	R	R	R	R	R	8	2	20	R	R	R	R	50	265	16
4. Anthony (D)	R	R	R	R	W	R	W	A	R	R	8	1	11	R	R	R	R	93	65	59
CALIFORNIA																				
1. Bosco (D)	R	R	R	R	W	R	A	R	R	R	7	2	22	R	R	R	R	66	18	79
2. Herger (R)	W	W	R	R	W	R	W	R	R	R	3	7	30	R	R	W	R	6	24	20
3. Matsui (D)	R	R	R	R	W	R	W	R	R	R	8	2	20	R	R	W	R	145	19	88
4. Fazio (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	145	19	88
5. Pelosi (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	27	1	96
6. Boxer (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	214	25	90
7. Miller, G. (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	212	23	90
8. Dellums (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	232	27	90
9. Stark (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	319	21	94
10. Edwards, D. (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	A	R	117	7	94
11. Lantos (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	A	R	4	24	14
12. Konnyu (R)	W	W	R	R	W	W	W	W	W	W	1	9	10	R	R	W	R	221	27	89
13. Mineta (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	4	149	6
14. Shumway (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	138	52	87
15. Coelho (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	138	21	87
16. Panetta (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	152	52	75
17. Pashayan (R)	W	W	R	R	W	W	W	W	W	W	3	7	30	R	R	W	R	54	106	34
18. Lehman, R. (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	83	23	78
19. Lagomarsino (R)	W	W	R	R	W	W	W	W	W	W	5	5	50	W	R	W	R	21	138	13
20. Thomas, W. (R)	W	W	R	R	W	W	W	W	W	W	3	7	30	W	R	W	R	4	26	13
21. Moorhead (R)	W	W	R	R	W	W	W	W	W	W	1	9	10	W	R	W	R	20	248	7
22. Beilenson (D)	R	R	R	R	W	R	W	R	R	R	8	2	20	R	R	A	R	152	51	75
23. Waxman (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	A	R	213	23	88
24. Roybal (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	A	R	314	23	93
25. Berman (D)	R	R	R	R	W	R	W	R	R	R	7	2	22	R	R	W	R	76	11	87
26. Levine (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	152	9	94
27. Dixon (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	309	12	96
28. Hawkins (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	A	R	96	1	99
29. Dymally (D)	R	R	R	R	W	R	W	R	R	R	8	0	0	R	R	A	R	106	6	95
30. Anderson (D)	R	R	R	R	W	R	W	R	R	R	8	1	11	R	R	A	R	252	51	83
31. Dreier (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	1	123	1
32. Torres (D)	R	R	R	R	W	R	W	R	R	R	9	0	0	R	R	A	R	87	2	98
33. Dreier (R)	W	W	R	R	W	W	W	W	W	W	1	6	14	W	R	W	R	22	129	15
34. Torres (D)	R	R	R	R	W	R	A	R	R	R	9	1	10	R	R	A	R	265	83	76
35. Lewis, J. (R)	W	W	R	R	W	W	W	W	W	W	3	7	30	W	R	W	R	54	106	34
36. Brown, G. (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	83	23	78
37. McCandless (R)	W	W	R	R	W	W	W	W	W	W	5	5	50	W	R	W	R	21	138	13
38. Dornan (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	4	26	13
39. Dannemeyer (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	20	248	7
40. Badham (R)	W	W	R	R	W	W	W	W	W	W	0	8	0	W	R	W	R	152	51	75
41. Lowery (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	213	23	88
42. Lungren (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	314	23	93
43. Packard (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	76	11	87
44. Bates (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	152	9	94
45. Hunter (R)	W	W	R	R	W	W	W	W	W	W	2	8	20	W	R	W	R	309	12	96
COLORADO																				
1. Schroeder (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	106	6	95
2. Skaggs (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	252	51	83
3. Campbell (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	87	2	98
4. Brown, R. (R)	W	W	R	R	W	W	W	W	W	W	1	9	10	W	R	W	R	22	129	15
5. Hefley (R)	W	W	R	R	W	W	W	W	W	W	1	9	10	W	R	W	R	265	83	76
6. Schaefer (R)	W	W	R	R	W	W	W	W	W	W	1	9	10	W	R	W	R	54	106	34
CONNECTICUT																				
1. Kennedy (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	83	23	78
2. Gejdenson (D)	R	R	R	R	W	R	W	R	R	R	9	0	0	R	R	W	R	21	138	13
3. Morrison, R. (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	4	26	13
4. Shays (R)	W	W	R	R	W	W	W	W	W	W	5	5	50	W	R	W	R	20	248	7
5. Rowland, J.G. (R)	W	W	R	R	W	W	W	W	W	W	4	6	40	W	R	W	R	152	51	75
6. Johnson (R)	R	R	R	R	W	R	W	R	R	R	7	3	30	R	R	W	R	213	23	88
DELAWARE																				
AL Carper (D)	R	R	R	R	W	W	A	R	R		7	2	22	R	R	W	R	64	26	71
FLORIDA																				
1. Hutto (D)	W	R	R	R	W	R	W	R	R	R	6	4	40	W	R	W	R	58	103	36
2. Grant (D)	W	R	R	R	W	R	W	R	R	R	7	3	30	W	R	W	R	22	73	23
3. Bennett (D)	R	R	R	R	W	R	W	R	R	R	7	3	30	W	R	W	R	191	209	48
4. Chappell (D)	R	R	R	R	W	R	W	R	R	R	5	5	50	W	R	W	R	114	180	39
5. McCollum (R)	W	W	R	R	W	W	W	W	W	W	5	5	50	W	R	W	R	9	133	7
6. Mackay (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	A	R	67	138	33
7. Gibbons (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	A	R	146	251	55
8. Young, C. (R)	W	W	R	R	W	R	W	R	R	R	3	7	30	W	R	W	R	146	251	55
9. Bilirakis (R)	W	W	R	R	W	W	W	W	W	W	4	6	40	W	R	W	R	20	71	22
10. Ireland (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	27	168	14
11. Nelson (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	70	93	43
12. Lewis, T. (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	13	78	14
13. Mica (D)	R	R	R	R	W	R	W	R	R	R	5	5	50	W	R	W	R	8	77	9
14. Shaw (R)	W	W	R	R	W	W	W	W	W	W	0	7	0	W	R	W	R	90	65	58
15. Smith, L. (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	112	26	81
16. Lehman, W. (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	13	112	10
17. Smith, L. (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	225	34	87
18. Pepper (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	225	34	87
19. Fascell (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	319	61	84
GEORGIA																				
1. Thomas, L. (D)	W	W	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	100	11	90
2. Hatcher (D)	W	W	R	R	W	R	W	R	R	R	9	0	0	R	R	W	R	119	6	95
3. Ray (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	84	7	92
4. Swindall (R)	W	W	R	R	W	W	W	W	W	W	3	7	30	W	R	W	R	5	74	6
5. Lewis (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	73	59	55
6. Gingrich (R)	W	W	R	R	W	W	W	W	W	W	1	9	10	W	R	W	R	14	147	9
7. Darden (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	36	40	47
8. Rowland, J.R. (D)	R	R	R	R	W	R	W	R	R	R	5	5	50	R	R	W	R	42	48	47
9. Jenkins (D)	R	R	R	R	W	R	W	R	R	R	5	5	50	R	R	W	R	79	117	40
10. Barnard (D)	A	W	R	R	W	R	W	R	R	R	5	4	44	W	R	W	R	50	146	26
HAWAII																				
1. Saiki (R)	W	R	R	R	W	R	W	R	R	R	7	3	30	R	A	R	R	14	15	48
2. Akaka (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	A	R	R	178	29	86
IDAHO																				
1. Craig (R)	W	W	W	W	W	W	W	W	W	W	0	10	0	W	R	W	W	11	115	9
2. Stallings (D)	R	R	R	R	W	W	W	R	R	R	7	3	30	R	R	W	R	34	26	57
ILLINOIS																				
1. Hayes (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	A	R	81	0	100
2. Savage (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	115	2	98
3. Russo (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	199	51	80
4. Davis (R)	W	W	R	R	W	W	W	W	W	W	1	9	10	W	R	W	R	20	10	67
5. Lipinski (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	81	7	92
6. Hyde (R)	W	W	R	R	W	W	W	W	W	W	1	9	10	W	R	W	R	39	213	15
7. Collins (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	241	12	95
8. Rostenkowski (D)	R	R	R	R	W	R	W	R	R	A	7	2	22	R	R	W	R	304	47	87
9. Yates (D)	R	R	R	R	W	R	W	R	R	R	9	0	0	R	R	W	R	347	31	92
10. Porter (R)	W	W	R	R	W	W	W	W	W	W	5	5	50	W	R	W	R	18	116	13
11. Annunzio (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	305	26	92
12. Crane, P. (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	17	264	6
13. Fawell (R)	W	W	R	R	W	W	W	W	W	W	1	9	10	W	R	W	R	5	56	8
14. Hastert (R)	W	W	R	R	W	W	W	W	W	W	2	8	20	W	R	W	R	5	25	17
15. Madigan (R)	W	W	R	R	W	W	W	W	W	W	2	8	20	W	R	W	R	37	98	20
16. Martin, L. (R)	W	W	R	R	W	W	W	W	W	W	3	7	30	W	R	W	R	75	188	29
17. Evans (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	44	326	12
18. Michel (R)	W	W	R	R	W	W	W	W	W	W	2	8	20	W	R	W	R	56	5	92
19. Bruce (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	80	11	88
20. Durbin (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	4	0	100
21. Costello (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	4	4	50
22. Gray, K. (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	169	14	92
INDIANA																				
1. Visclosky (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	54	7	89
2. Sharp (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	188	63	75
3. Hiler (R)	W	W	R	R	W	W	W	W	W	W	2	8	20	W	R	W	R	8	118	6
4. Coats (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	16	110	13
5. Hillis (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	29	1	97
6. Burton, D. (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	8	80	9
7. Myers (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	51	264	16
8. McCloskey (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	81	10	89
9. Hamilton (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	227	186	68
10. Jacobs (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	229	82	74
IOWA																				
1. Leach (R)	R	R	R	R	W	R	W	R	R	R	7	3	30	R	R	W	R	71	135	34
2. Tauke (R)	R	R	R	R	W	R	W	R	R	R	7	3	30	R	R	W	R	31	138	19
3. Nagle (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	A	R	28	1	97
4. Smith, N. (D)	R	R	R	R	W	R	W	R	R	R	8	2	20	R	R	A	R	278	79	77
5. Lightfoot (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	9	73	11
6. Grandy (R)	R	R	R	R	W	R	W	R	R	R	6	4	40	W	R	W	R	11	19	37
KANSAS																				
1. Roberts (R)	W	W	R	R	W	W	W	A	W	W	2	7	22	W	R	W	R	8	115	7
2. Slattery (D)	R	A	R	R	W	R	W	R	R	R	7	0	0	R	R	A	R	56	34	62
3. Meyers (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	9	50	15
4. Glickman (D)	R	R	R	R	W	R	W	R	R	R	8	2	20	R	R	A	R	132	75	64
5. Whittaker (R)	W	W	R	R	W	W	W	W	W	W	2	8	20	W	R	W	R	17	147	10
KENTUCKY																				
1. Hubbard (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	W	R	W	R	160	86	65
2. Natcher (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	A	R	288	102	74
3. Mazzoli (D)	R	R	R	R	W	R	W	R	R	R	7	3	30	R	R	A	R	190	99	66
4. Bunning (R)	W	W	R	R	W	W	W	W	W	W	5	5	50	W	R	W	R	2	27	7
5. Rogers (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	33	93	26
6. Hopkins (R)	W	W	R	R	W	W	W	W	W	W	1	7	10	W	R	W	R	42	120	26
7. Perkins (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	58	3	95
LOUISIANA																				
1. Livingston (R)	W	A	W	W	W	W	W	W	W	W	0	9	0	W	W	A	R	23	194	11
2. Boggs (D)	R	A	R	R	W	R	W	R	R	R	9	0	0	R	R	A	R	199	60	77
3. Tauzen (D)	R	R	R	R	W	R	W	R	R	R	8	2	20	R	R	W	R	55	67	45
4. McCrery (R)	I	W	R	R	W	W	W	W	W	W	1	6	14	I	R	W	R	2	65	2
5. Huckaby (D)	R	R	R	R	W	R	W	R	R	R	8	1	11	R	R	W	R	8	139	5
6. Baker (R)	W	W	R	R	W	W	W	W	W	W	1	5	17	W	R	W	R	65	26	71
7. Hayes (D)	R	A	R	R	W	R	W	R	R	R	8	1	11	R	R	W	R	23	26	47
8. Holloway (R)	W	A	R	R	W	R	W	R	R	R	8	1	11	W	R	W	R	8	21	28
MAINE																				
1. Brennan (D)	R	R	R	R	R	R	R	R	R	R	10	0	0	R	R	R	R	29	1	97
2. Snowe (R)	R	R	R	R	R	R	R	R	R	R	9	1	10	R	R	W	R	78	86	48
MARYLAND																				
1. Dyson (D)	R	R	R	R	W	R	A	R	R	R	8	1	11	R	R	W	R	93	31	75
2. Cardin (D)	R	R	R	R	W	R	W	R	R	R	7	2	22	R	R	W	R	31	27	53
3. McMillen (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	28	2	93
4. Hoyer (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	30	0	100
5. Byron (D)	R	R	R	R	W	R	W	R	R	R	7	2	22	R	R	W	R	115	7	94
6. Mfume (D)	R	R	R	R	W	R	W	R	R	R	7	2	22	R	R	W	R	81	81	50
7. Morella (R)	R	R	R	R	W	R	W	R	R	R	7	3	30	R	R	W	R	30	100	23
MASSACHUSETTS																				
1. Conte (R)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	242	125	66
2. Boland (D)	R	R	R	R	W	R	W	R	R	A	9	0	0	R	R	W	R	348	37	90
3. Early (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	A	R	210	33	86
4. Frank (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	A	R	114	11	91
5. Atkins (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	A	R	54	14	79
6. Mavroules (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	A	R	149	10	94
7. Markey (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	A	R	125	20	90
8. Kennedy (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	A	R	251	18	93
9. Moakley (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	A	R	249	26	91
10. Studds (D)	R	R	R	R	W	R	W	R	R	R	9	0	0	R	R	A	R	144	17	89
11. Donnelly (D)	R	R	R	R	W	R	W	R	R	R	9	0	0	R	R	A	R	144	17	89
MICHIGAN																				
1. Conyers (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	278	24	92
2. Pursell (R)	W	W	R	R	W	W	W	W	W	W	3	7	30	W	R	W	R	265	107	64
3. Wolpe (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	159	94	91
4. Upton (R)	W	W	R	R	W	W	W	W	W	W	5	5	50	W	R	W	R	9	214	4
5. Henry (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	189	36	84
6. Carr (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	24	36	40
7. Kildee (D)	R	R	R	R	W	R	W	R	R	R	9	1	10	R	R	W	R	189	35	84
8. Traxler (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	220	32	87
9. Vander Jagt (R)	W	W	R	R	W	W	W	W	W	W	1	9	10	W	R	W	R	50	259	16
10. Schuette (R)	W	W	R	R	W	W	W	W	W	W	3	7	30	W	R	W	R	15	45	25
11. Davis (R)	W	W	R	R	W	W	W	W	W	W	0	10	0	W	R	W	R	103	163	39
12. Bonior (D)	R	R	R	R	W	R	W	R	R	R	8	0	0	R	R	W	R	183	13	93
13. Crockett (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	112	7	94
14. Hertel (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	116	7	94
15. Ford, W. (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	308	10	97
16. Dingell (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	340	26	93
17. Levin (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	86	5	95
18. Broomfield (R)	W	W	R	R	W	W	W	W	W	W	3	7	30	W	R	W	R	58	245	19
MINNESOTA																				
1. Penny (D)	R	R	R	R	W	R	W	R	R	R	8	2	20	R	R	W	R	53	38	58
2. Weber (R)	W	W	R	R	W	W	W	W	W	W	1	9	10	W	R	W	R	15	109	12
3. Frenzel (R)	W	W	R	R	W	W	W	A	W	W	1	8	11	W	R	W	R	43	247	15
4. Vento (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	190	15	93
5. Sabo (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	151	4	92
6. Sikorski (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	87	14	92
7. Stangeland (R)	W	W	R	R	W	W	W	W	W	W	2	8	20	W	R	W	R	26	180	13
8. Oberstar (D)	R	R	R	R	W	R	W	R	R	R	10	0	0	R	R	W	R	231	17	93

Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present."

I Not in Congress at time.

Number before each name shows congressional district.

TVES VOTED IN THE HOUSE

	Plant Closings I	Plant Closings II	Trade I-Reform	Trade II-Veto	Trade III-Textile	Foreign Ownership	Davis-Bacon	Polygraphs	PATCO	Pay Equity	Total Labor Votes		Civil Rights	Fair Housing	Apartheid	Health Care	Cumulative Voting Record		Cumulative Right Percentage
	1	2	3	4	5	6	7	8	9	10	R	W	11	12	13	14	R	W	%
MISSISSIPPI																			
1. Whitten (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	171	217	44
2. Espy (D)	R	R	R	R	R	R	W	R	R	R	9	1	R	R	R	R	27	3	90
3. Montgomery(D)	W	W	R	R	R	R	W	W	W	R	5	5	R	R	W	R	48	267	15
4. Dowdy (D)	R	R	R	R	R	A	R	R	R	A	8	0	R	R	A	R	89	21	81
5. Lott (R)	W	W	W	W	R	R	W	W	W	A	2	7	W	R	A	R	41	224	15
MISSOURI																			
1. Clay (D)	A	R	A	R	R	R	R	R	R	R	8	0	R	R	R	R	261	12	96
2. Buechner (R)	W	W	W	W	R	R	W	A	W	R	3	6	W	R	W	W	5	24	17
3. Gephardt (D)	R	R	W	R	R	R	R	R	R	R	9	1	A	R	R	A	159	35	82
4. Skelton (D)	R	R	R	R	R	W	R	A	W	R	7	2	R	R	A	R	134	61	69
5. Wheat (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	W	87	4	96
6. Coleman, E. (R)	W	R	R	R	R	R	W	R	W	R	7	3	W	R	W	R	44	161	21
7. Taylor (R)	W	W	R	W	R	A	W	A	W	W	2	6	W	R	W	A	35	232	13
8. Emerson (R)	A	R	A	R	R	R	W	W	W	W	4	4	W	R	W	R	30	93	24
9. Volkmer (D)	R	R	R	R	R	R	R	R	W	R	9	1	R	R	R	R	145	59	71
MONTANA																			
1. Williams, P. (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	144	17	89
2. Marlenee (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	R	W	W	38	161	19
NEBRASKA																			
1. Bereuter (R)	W	R	R	R	W	R	W	R	W	W	5	5	R	R	W	R	35	130	21
2. Daub (R)	R	W	W	W	W	A	A	W	W	R	2	6	W	R	W	W	18	105	15
3. Smith, V. (R)	W	R	R	R	W	W	W	W	W	R	4	6	W	R	W	R	29	221	12
NEVADA																			
1. Bilbray (D)	R	R	R	R	R	R	W	R	R	R	9	1	R	R	R	R	28	2	93
2. Vucanovich (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	R	W	R	9	81	10
NEW HAMPSHIRE																			
1. Smith, R. (R)	W	W	W	W	R	W	W	W	W	W	1	9	W	R	W	W	9	52	15
2. Gregg (R)	W	W	W	W	R	A	W	R	W	A	2	6	W	R	W	W	19	105	15
NEW JERSEY																			
1. Florio (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	227	18	93
2. Hughes (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	189	62	75
3. VACANCY																			
4. Smith, C. (R)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	94	32	75
5. Roukema (R)	W	R	R	R	R	W	W	R	R	R	7	3	R	R	R	R	43	83	34
6. Dwyer (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	121	4	97
7. Rinaldo (R)	R	R	R	R	R	R	R	R	R	A	9	0	R	R	R	R	222	46	83
8. Roe (D)	R	R	R	R	R	R	R	R	R	A	9	0	R	R	R	R	268	25	91
9. Torricelli (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	80	5	94
10. Rodino (D)	R	R	R	R	R	R	R	A	R	R	9	0	R	R	R	R	364	18	95
11. Gallo (R)	W	W	W	W	W	W	W	A	W	W	0	9	R	R	R	R	24	36	40
12. Courter (R)	R	R	R	R	W	W	W	R	R	W	6	4	R	R	W	R	48	109	31
13. Saxton (R)	W	W	R	R	W	W	W	R	R	W	4	6	R	R	W	R	23	38	38
14. Guarini (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	151	13	92
NEW MEXICO																			
1. Lujan (R)	W	W	R	W	W	W	W	W	R	W	2	8	W	R	W	R	61	226	21
2. Skeen (R)	W	W	R	W	R	W	W	W	W	W	2	8	W	R	W	R	16	110	13
3. Richardson (D)	R	R	R	R	R	W	R	R	R	R	9	1	R	R	R	R	82	9	90
NEW YORK																			
1. Hochbrueckner (D)	R	R	R	R	R	W	R	R	R	R	9	1	R	R	R	R	27	2	93
2. Downey (D)	R	R	R	R	W	W	R	R	R	R	8	2	R	R	R	R	214	32	87
3. Mrazek (D)	R	R	W	W	R	W	R	R	R	R	7	3	R	R	R	R	76	13	85
4. Lent (R)	W	R	W	W	W	W	R	A	R	R	4	5	R	R	R	R	91	194	32
5. McGrath (R)	W	R	R	R	R	W	R	R	R	R	8	2	R	R	A	A	47	74	39
6. Flake (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	28	0	100
7. Ackerman (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	85	1	99
8. Scheuer (D)	R	R	R	R	W	W	R	R	R	R	8	2	R	R	R	R	287	27	91
9. Manton (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	A	55	3	95
10. Schumer (D)	R	R	R	R	W	W	R	R	R	R	8	2	R	R	R	R	109	11	91
11. Towns (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	82	1	99
12. Owens (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	86	1	99
13. Solarz (D)	R	R	R	R	W	R	R	R	R	R	9	1	R	R	R	R	220	26	89
14. Molinari (R)	A	R	A	R	W	W	W	R	R	R	5	3	R	R	A	R	37	81	31
15. Green (R)	W	W	W	W	W	W	R	R	W	R	3	7	R	R	R	R	100	83	55
16. Rangel (D)	R	R	R	R	R	R	R	A	R	R	9	0	R	R	R	R	269	17	94
17. Weiss (D)	R	R	R	R	R	R	R	A	R	R	9	0	R	A	R	A	186	16	92
18. Garcia (D)	R	R	R	R	R	R	R	A	R	R	9	0	R	R	R	A	165	6	96
19. VACANCY																			
20. DioGuardi (R)	W	R	W	W	R	W	R	R	R	W	5	5	R	R	R	R	30	30	50
21. Fish (R)	W	R	R	R	R	W	R	R	R	R	8	2	R	R	R	R	143	157	48
22. Gilman (R)	R	R	R	R	R	W	R	R	R	R	9	1	R	R	R	R	200	70	74
23. Stratton (D)	R	R	R	R	R	R	R	W	R	R	9	1	R	A	R	R	277	76	78
24. Solomon (R)	W	R	R	R	R	R	W	W	W	R	6	4	W	R	W	R	37	122	23
25. Boehlert (R)	R	R	R	R	R	W	R	R	R	R	9	1	R	R	W	R	63	28	69
26. Martin, D. (R)	W	R	R	R	R	W	W	W	R	R	6	4	R	R	W	R	39	81	33
27. Wortley (R)	W	W	W	W	W	W	W	W	R	R	2	8	W	R	W	R	33	92	26
28. McHugh (D)	R	R	R	R	W	R	R	R	A	R	8	1	R	R	R	R	200	44	82
29. Horton (R)	R	R	R	R	R	W	R	R	R	R	9	1	R	R	A	R	232	108	68
30. Slaughter (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	27	2	93
31. Kemp (R)	W	W	W	W	W	W	W	A	A	A	0	7	W	A	W	A	48	226	18
32. LaFalce (D)	R	R	R	R	W	R	R	R	R	R	9	1	R	R	R	R	204	39	84
33. Nowak (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	231	20	92
34. Houghton (R)	W	R	R	R	R	W	W	R	W	W	5	5	R	R	W	R	14	16	47
NORTH CAROLINA																			
1. Jones, W. (D)	R	R	A	R	R	R	W	W	W	R	6	3	R	A	R	R	153	151	50
2. Valentine (D)	W	R	R	R	R	R	W	W	W	R	6	4	R	R	R	R	42	49	46
3. Lancaster (D)	W	W	R	R	R	R	W	R	W	R	6	4	R	R	R	R	22	8	73
4. Price (D)	R	R	R	R	R	R	W	R	R	R	9	1	R	R	R	R	26	4	87
5. Neal (D)	R	R	R	R	R	A	W	R	R	R	8	1	R	R	R	R	129	110	54
6. Coble (R)	W	W	W	W	R	W	W	W	W	W	1	9	W	R	W	R	11	50	18
7. Rose (D)	R	R	R	R	R	R	A	A	A	R	7	0	R	R	R	R	161	90	64
8. Hefner (D)	R	R	R	R	R	R	W	A	A	R	7	1	R	R	R	R	132	110	55
9. McMillan (R)	W	W	W	W	R	W	W	W	W	W	1	9	W	R	W	R	10	51	16
10. Ballenger (R)	W	W	W	W	R	W	W	W	W	W	1	9	W	R	W	W	5	25	17
11. Clarke (D)	W	R	R	R	R	R	W	R	R	R	8	2	R	R	R	R	44	14	76
NORTH DAKOTA																			
AL Dorgan (D)	R	R	R	R	W	R	R	R	R	R	9	1	R	R	R	R	94	30	76
OHIO																			
1. Luken (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	168	47	78
2. Gradison (R)	W	W	W	W	W	W	W	W	W	W	0	10	R	R	W	R	35	210	14
3. Hall, T. (D)	R	R	R	R	R	R	R	W	R	R	9	1	R	R	R	R	127	32	80
4. Oxley (R)	W	W	W	W	W	W	W	W	W	R	1	9	W	R	W	W	8	112	7
5. Latta (R)	A	W	A	W	W	W	A	A	W	R	1	5	W	R	W	A	45	313	13
6. McEwen (R)	W	W	W	W	W	W	W	W	W	R	1	9	W	W	W	R	21	101	17
7. DeWine (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	R	W	R	12	79	13
8. Lukens (R)	W	W	W	W	W	R	W	W	R	W	2	8	W	W	W	W	6	45	12
9. Kaptur (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	82	7	92
10. Miller, C. (R)	W	W	R	R	R	R	W	W	W	R	5	5	W	W	W	R	43	277	13
11. Eckart (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	112	14	89
12. Kasich (R)	W	W	W	W	W	R	W	W	W	R	2	8	W	R	W	R	14	77	15
13. Pease (D)	R	R	R	R	W	W	R	R	R	R	8	2	R	R	R	R	171	36	83
14. Sawyer (D)	R	R	R	R	W	R	R	R	R	R	9	1	R	R	R	R	27	3	90
15. Wylie (R)	W	W	W	W	W	W	W	R	W	R	2	8	W	R	R	R	71	242	23
16. Regula (R)	W	R	R	R	R	R	W	R	W	R	7	3	W	R	W	R	99	178	36
17. Traficant (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	61	0	100
18. Applegate (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	156	51	75
19. Feighan (D)	R	R	R	R	R	R	R	A	R	R	9	0	R	R	R	R	82	7	92
20. Oakar (D)	R	R	R	R	R	R	A	R	R	R	9	0	R	A	R	R	189	13	94
21. Stokes (D)	R	R	R	R	R	R	A	R	R	R	9	0	R	R	R	R	272	15	95
OKLAHOMA																			
1. Inhofe (R)	W	W	R	R	W	R	W	A	W	W	3	6	W	R	W	R	5	24	17
2. Synar (D)	R	R	R	R	W	W	R	R	R	R	8	2	R	R	R	R	102	62	62
3. Watkins (D)	W	R	R	R	R	R	W	R	W	R	7	3	R	R	R	R	98	115	46
4. McCurdy (D)	W	R	R	R	W	R	W	R	W	R	6	4	R	R	R	R	52	65	44
5. Edwards, M. (R)	W	W	R	R	W	R	W	W	W	W	3	7	W	R	W	R	20	182	10
6. English (D)	W	R	R	R	W	R	W	R	W	R	6	4	W	R	R	R	80	172	32

	Plant Closings I	Plant Closings II	Trade I-Reform	Trade II-Veto	Trade III-Textile	Foreign Ownership	Davis-Bacon	Polygraphs	PATCO	Pay Equity	Total Labor Votes		Civil Rights	Fair Housing	Apartheid	Health Care	Cumulative Voting Record		Cumulative Right Percentage
	1	2	3	4	5	6	7	8	9	10	R	W	11	12	13	14	R	W	%
OREGON																			
1. AuCoin (D)	R	R	R	R	W	W	R	R	R	R	8	2	R	R	R	R	177	67	73
2. Smith, R. (R)	W	W	W	W	W	R	W	W	W	W	1	9	W	R	W	R	13	78	14
3. Wyden (D)	R	R	R	R	W	W	R	R	R	R	8	2	R	R	R	R	102	24	81
4. DeFazio (D)	R	R	R	R	W	R	R	R	R	R	9	1	R	R	R	W	26	3	90
5. Smith, D. (R)	W	W	W	W	R	W	W	W	W	W	1	9	W	R	W	W	10	113	8
PENNSYLVANIA																			
1. Foglietta (D)	R	A	R	R	R	W	R	A	R	R	7	1	R	R	R	R	113	5	96
2. Gray (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	154	5	97
3. Borski (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	87	2	98
4. Kolter (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	A	R	81	6	93
5. Schulze (R)	W	W	W	W	R	W	W	R	W	R	3	7	R	R	R	A	53	189	22
6. Yatron (D)	R	R	R	R	R	R	R	R	R	A	10	0	R	R	R	R	251	49	84
7. Weldon (R)	R	R	R	R	R	W	W	R	R	A	7	2	R	R	W	R	16	12	57
8. Kostmayer (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	152	19	89
9. Shuster (R)	W	W	W	W	R	W	W	W	W	W	1	9	W	R	W	W	48	218	18
10. McDade (R)	R	R	R	R	R	W	R	R	R	R	9	1	W	R	R	R	232	104	69
11. Kanjorski (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	55	6	90
12. Murtha (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	221	37	86
13. Coughlin (R)	R	R	R	R	W	W	W	R	W	R	6	4	R	R	W	R	113	193	37
14. Coyne (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	121	5	96
15. Ritter (R)	R	R	R	R	R	R	W	A	R	W	7	2	W	R	W	W	59	102	37
16. Walker (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	R	W	W	30	177	14
17. Gekas (R)	W	W	R	W	W	W	W	W	W	W	1	9	W	R	R	W	18	73	20
18. Walgren (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	A	R	173	30	85
19. Goodling (R)	W	R	R	W	R	W	W	R	W	R	5	5	R	R	W	W	65	174	27
20. Gaydos (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	264	27	91
21. Ridge (R)	R	R	R	R	R	W	R	R	R	R	9	1	R	R	W	R	51	39	57
22. Murphy (D)	R	R	R	R	R	R	R	R	A	R	9	0	R	R	A	R	164	37	82
23. Clinger (R)	W	R	R	R	R	W	R	R	W	A	6	3	W	R	W	R	69	92	43
RHODE ISLAND																			
1. St Germain (D)	R	R	R	R	R	R	R	A	R	R	9	0	R	A	R	R	308	32	91
2. Schneider (R)	R	R	R	R	R	R	R	R	R	A	9	0	R	R	R	R	87	33	73
SOUTH CAROLINA																			
1. Ravenel (R)	W	R	R	R	R	R	W	R	W	R	7	3	W	R	W	R	14	16	47
2. Spence (R)	W	A	R	A	R	R	W	A	W	R	4	3	W	A	A	A	47	242	16
3. Derrick (D)	R	W	R	R	R	R	W	W	W	R	6	4	R	R	R	R	139	106	57
4. Patterson (D)	W	R	R	R	R	R	W	W	W	R	6	4	R	R	R	R	20	10	67
5. Spratt (D)	W	R	R	R	R	R	W	R	W	R	7	3	R	R	R	R	54	35	61
6. Tallon (D)	R	R	R	R	R	R	W	W	W	R	7	3	R	R	R	R	62	28	69
SOUTH DAKOTA																			
AL Johnson (D)	R	R	R	R	R	R	W	R	R	R	9	1	R	R	R	R	26	4	87
TENNESSEE																			
1. Quillen (R)	W	W	R	R	R	W	W	W	W	W	3	7	W	R	W	R	59	273	18
2. VACANCY																			
3. Lloyd (D)	R	R	R	R	R	R	A	R	R	R	9	0	R	R	R	R	144	100	59
4. Cooper (D)	W	R	R	R	R	W	W	R	R	R	7	3	R	R	R	R	61	28	69
5. Clement (D)	R	R	R	R	R	W	R	R	R	R	9	1	R	R	R	R	13	1	93
6. Gordon (D)	R	R	R	R	R	W	R	R	R	R	9	1	R	R	R	R	48	11	81
7. Sundquist (R)	W	W	W	W	W	W	W	A	W	A	0	8	W	R	W	R	16	72	18
8. Jones, E. (D)	W	W	R	R	R	R	W	A	W	A	4	4	R	A	R	A	177	109	62
9. Ford, H. (D)	R	R	R	R	R	R	R	R	R	A	9	0	R	R	R	R	219	19	92
TEXAS																			
1. Chapman (D)	R	R	R	R	R	R	W	W	W	R	7	3	R	R	W	R	31	22	58
2. Wilson (D)	R	R	R	R	R	R	R	A	R	W	8	1	R	A	W	A	171	81	68
3. Bartlett (R)	W	W	W	W	W	W	W	W	W	R	0	10	W	W	W	W	3	88	3
4. Hall, R. (D)	W	W	R	R	R	W	W	W	W	R	4	6	W	R	W	R	47	75	39
5. Bryant (D)	R	R	R	R	R	R	R	R	R	A	9	0	R	R	R	R	83	5	94
6. Barton (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	2	58	3
7. Archer (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	13	285	4
8. Fields (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	8	118	6
9. Brooks (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	287	87	77
10. Pickle (D)	R	R	R	R	A	R	R	R	R	R	9	0	R	R	R	R	179	152	54
11. Leath (D)	R	R	R	R	R	R	W	W	W	R	7	3	W	A	W	W	47	110	30
12. Wright (D)	S	S	S	R	S	S	S	S	S	S	1	0	S	S	S	S	253	80	76
13. Boulter (R)	W	W	W	W	A	A	W	R	W	W	1	7	W	W	W	A	3	54	5
14. Sweeney (R)	W	W	R	R	R	R	W	W	W	A	4	5	W	A	W	R	10	48	17
15. De la Garza (D)	A	R	A	R	R	R	W	W	W	R	5	3	R	A	R	R	190	123	61
16. Coleman, R. (D)	R	R	R	R	R	R	W	R	R	R	9	1	R	R	R	R	78	11	88
17. Stenholm (D)	R	W	R	R	R	R	W	W	W	W	5	5	W	R	A	W	31	130	19
18. Leland (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	149	7	96
19. Combest (R)	W	W	R	R	R	W	W	W	W	W	3	7	W	W	W	W	8	53	13
20. Gonzalez (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	314	33	90
21. Smith L.(R)	A	W	W	W	R	R	W	W	W	W	2	7	W	R	W	W	4	25	14
22. DeLay (R)	W	W	W	W	W	W	W	A	W	W	0	9	W	W	W	W	1	59	2
23. Bustamante (D)	R	R	R	R	R	R	R	A	R	R	9	0	R	R	R	R	55	3	95
24. Frost (D)	R	R	R	R	R	R	R	W	R	A	8	1	R	R	R	R	122	32	79
25. Andrews, M. (D)	R	R	R	R	R	R	W	R	W	R	8	2	R	R	R	R	59	31	66
26. Armey (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	W	1	60	2
27. Ortiz (D)	R	R	R	R	R	R	A	R	R	R	9	0	R	R	R	A	76	11	87
UTAH																			
1. Hansen, J. (R)	W	W	W	W	W	W	W	W	W	W	0	10	W	W	W	A	4	115	3
2. Owens (D)	R	R	R	R	W	R	R	R	R	R	9	1	R	R	R	R	46	3	94
3. Nielson (R)	W	W	R	R	W	W	W	R	W	W	3	7	W	W	W	W	9	81	10
VERMONT																			
AL Jeffords (R)	R	R	R	R	R	R	W	R	R	R	9	1	R	R	R	A	123	122	50
VIRGINIA																			
1. Bateman (R)	W	W	W	W	R	W	W	W	W	W	1	9	W	R	W	W	9	81	10
2. Pickett (D)	R	R	R	R	R	R	R	W	W	R	8	2	R	R	R	R	25	5	83
3. Bliley (R)	W	W	W	W	R	W	W	W	W	W	1	9	W	R	R	W	15	111	12
4. Sisisky (D)	R	R	R	R	R	R	W	W	R	R	8	2	R	R	R	R	59	32	65
5. Payne (D)	I	R	I	I	R	R	I	I	I	W	3	1	I	R	R	I	5	1	83
6. Olin (D)	R	R	R	R	R	R	W	R	W	W	7	3	R	R	R	W	51	39	57
7. Slaughter (R)	W	W	W	W	R	W	W	W	W	W	1	9	W	R	W	W	9	52	15
8. Parris (R)	W	W	W	W	R	W	W	W	W	R	2	8	W	R	W	R	31	90	26
9. Boucher (D)	R	R	R	R	R	R	R	R	R	A	9	0	R	A	R	R	73	16	82
10. Wolf (R)	W	W	R	W	W	R	W	R	W	R	4	6	W	R	W	R	23	102	18
WASHINGTON																			
1. Miller, J. (R)	W	R	R	R	W	W	W	R	W	R	5	5	R	R	R	R	25	36	41
2. Swift (D)	R	R	R	R	W	W	R	R	R	A	7	2	R	R	R	R	136	28	83
3. Bonker (D)	R	R	R	R	W	W	R	R	R	A	7	2	R	R	R	R	194	41	83
4. Morrison, S. (R)	W	W	W	W	W	W	W	R	W	R	2	8	R	R	W	R	32	92	26
5. Foley (D)	R	R	R	R	W	W	R	R	R	R	8	2	R	R	R	R	262	65	80
6. Dicks (D)	R	R	R	R	W	W	R	R	R	R	8	2	R	R	R	R	171	33	84
7. Lowry (D)	R	R	R	R	A	A	R	R	R	R	8	0	R	R	R	R	135	28	83
8. Chandler (R)	W	W	W	W	W	W	W	R	R	W	2	8	R	R	W	W	17	73	19
WEST VIRGINIA																			
1. Mollohan (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	84	6	93
2. Staggers (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	85	6	93
3. Wise (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	82	7	92
4. Rahall (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	177	24	88
WISCONSIN																			
1. Aspin (D)	R	R	R	R	R	R	R	A	R	R	9	0	R	R	R	R	243	41	86
2. Kastenmeier (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	327	36	90
3. Gunderson (R)	R	R	R	R	R	W	W	R	R	R	8	2	R	R	W	R	38	85	31
4. Kleczka (D)	R	R	R	R	W	R	R	R	R	R	9	1	R	R	R	R	61	12	84
5. Moody (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	A	R	R	79	7	92
6. Petri (R)	R	R	W	W	W	W	W	R	W	R	4	6	R	R	W	R	42	121	26
7. Obey (D)	R	R	R	R	R	R	R	R	R	R	10	0	R	R	R	R	265	39	87
8. Roth (R)	W	R	R	R	W	R	W	W	W	W	4	6	W	R	W	W	23	133	15
9. Sensenbrenner (R)	W	W	R	R	W	W	W	W	W	W	2	8	W	R	W	W	16	145	10
WYOMING																			
AL Cheney (R)	W	A	W	W	W	W	W	A	W	W	0	8	W	A	W	W	9	149	6

HOW YOUR SENATORS VOTED

	Plant Closings	Trade I-Veto	Trade II-Textiles	Buy American	OPIC	Polygraphs	Job Safety	Minimum Wage	Family Leave	Pay Equity	Union Busting	Total Labor Votes		Civil Rights	Health Care	Welfare Reform	Cumulative Voting Record		Cumulative Right Percentage
	1	2	3	4	5	6	7	8	9	10	11	R	W	12	13	14	R	W	%
ALABAMA																			
Heflin (D)	R	R	R	R	R	W	W	R	W	R	W	7	4	R	R	W	102	65	61
Shelby (D)	R	R	R	R	R	R	W	W	W	R	R	8	3	R	R	W	19	5	79
ALASKA																			
Murkowski (R)	A	W	W	W	W	W	W	W	W	R	W	1	9	R	R	W	30	95	24
Stevens (R)	R	W	W	R	W	W	W	W	W	R	W	3	8	R	R	W	119	161	43
ARIZONA																			
DeConcini (D)	R	R	R	R	R	R	R	R	R	A	R	1	0	R	R	W	125	70	64
McCain (R)	R	W	W	W	W	W	W	W	W	W	W	1	10	R	W	W	4	20	17
ARKANSAS																			
Bumpers (D)	R	R	R	R	W	R	W	R	R	R	R	9	2	R	R	W	160	82	66
Pryor (D)	R	R	R	R	W	W	W	R	R	R	R	8	3	R	R	R	101	66	60
CALIFORNIA																			
Cranston (D)	R	R	W	W	R	R	R	R	R	R	R	9	2	R	R	R	253	25	91
Wilson (R)	W	W	W	R	W	W	W	A	W	A	A	1	7	R	R	W	12	69	15
COLORADO																			
Wirth (D)	R	R	W	W	W	R	R	R	R	R	R	8	3	R	R	R	20	4	83
Armstrong (R)	W	W	W	W	W	R	W	W	W	W	W	1	10	W	W	W	4	157	2
CONNECTICUT																			
Dodd (D)	R	R	R	W	W	R	R	R	R	R	R	9	2	R	R	R	117	8	94
Weicker (R)	R	R	R	R	W	R	R	R	R	R	R	10	1	R	R	R	177	90	66
DELAWARE																			
Biden (D)	A	A	R	A	W	A	A	R	R	R	A	4	1	A	A	A	198	47	81
Roth (R)	R	R	R	W	W	W	W	R	W	W	R	5	6	R	W	W	58	229	20
FLORIDA																			
Chiles (D)	R	R	W	W	W	W	R	A	R	A	R	5	4	R	A	R	155	129	55
Graham (D)	R	R	W	W	W	W	R	R	R	R	R	7	4	R	R	R	20	4	83
GEORGIA																			
Nunn (D)	R	R	R	W	W	W	W	R	W	A	R	5	5	R	R	W	114	167	41
Fowler (D)	R	R	R	R	W	W	W	R	R	R	R	8	3	R	R	R	21	3	88
HAWAII																			
Inouye (D)	R	R	R	R	W	A	R	R	R	R	R	9	1	R	R	R	263	31	89
Matsunaga (D)	R	R	A	R	W	R	R	R	R	R	R	9	1	R	R	R	169	31	85
IDAHO																			
Symms (R)	W	W	W	W	W	A	W	W	W	W	A	0	9	W	W	W	3	118	2
McClure (R)	W	W	W	W	W	W	W	A	W	W	W	0	10	W	W	A	20	235	8
ILLINOIS																			
Dixon (D)	R	R	A	R	W	R	W	R	W	R	R	7	3	R	R	W	100	30	77
Simon (D)	R	R	R	R	W	A	A	R	R	A	R	7	1	R	R	R	46	5	90
INDIANA																			
Quayle (R)	W	W	A	W	A	W	W	A	A	A	W	0	6	W	R	W	12	113	10
Lugar (R)	W	W	W	R	W	W	W	W	W	R	W	2	9	W	R	W	23	184	11
IOWA																			
Grassley (R)	W	W	W	R	W	W	W	W	W	R	W	2	9	W	R	W	25	107	19
Harkin (D)	R	R	R	R	W	A	R	R	R	R	R	9	1	R	R	R	54	5	92
KANSAS																			
Dole (R)	W	W	R	R	W	A	W	W	W	R	W	3	7	A	R	W	48	241	17
Kassebaum (R)	R	W	W	W	W	W	W	W	W	R	A	2	8	R	W	W	34	129	21
KENTUCKY																			
Ford (D)	R	R	R	R	W	R	R	R	R	R	R	10	1	R	R	R	186	60	76
McConnell (R)	W	W	R	R	W	W	W	W	W	R	W	3	8	W	R	W	10	49	17
LOUISIANA																			
Johnston (D)	R	R	R	R	W	R	W	R	R	R	R	9	2	R	R	R	127	123	51
Breaux (D)	R	R	R	A	R	W	R	R	W	R	R	8	2	R	R	R	20	3	87
MAINE																			
Mitchell (D)	R	R	R	R	R	R	R	R	R	R	R	11	0	R	R	R	124	18	87
Cohen (R)	R	R	R	R	W	R	W	W	W	R	W	6	5	R	R	W	65	102	39
MARYLAND																			
Sarbanes (D)	R	R	R	R	R	R	R	R	R	R	R	11	0	R	R	R	198	5	98
Mikulski (R)	R	R	R	R	R	R	R	R	R	R	A	10	0	R	R	R	22	0	100
MASSACHUSETTS																			
Kennedy (D)	R	R	R	R	A	R	A	R	R	R	R	9	0	R	R	R	284	21	93
Kerry (D)	R	R	R	R	W	R	R	R	R	R	R	10	1	R	R	R	56	3	95
MICHIGAN																			
Levin (D)	R	R	R	W	R	R	R	R	R	R	R	10	1	R	R	A	158	11	93
Riegle (D)	R	R	R	R	W	R	R	R	R	R	R	10	1	R	R	R	191	12	94
MINNESOTA																			
Boschwitz (R)	A	W	W	W	W	R	W	W	W	R	R	3	7	R	R	W	31	139	18
Durenberger (R)	R	R	W	R	W	R	R	W	R	R	R	8	3	R	R	A	74	84	47
MISSISSIPPI																			
Stennis (D)	R	R	R	R	W	A	W	R	R	W	A	6	3	A	R	R	117	242	33
Cochran (R)	W	W	R	W	W	W	W	W	W	A	W	1	9	W	R	W	25	140	15
MISSOURI																			
Bond (R)	W	R	R	W	W	W	W	W	W	A	W	2	8	W	R	W	5	16	24
Danforth (R)	R	R	W	R	W	R	W	W	W	A	A	4	5	W	R	W	64	141	31
MONTANA																			
Baucus (D)	R	R	W	R	R	W	R	R	R	R	R	9	2	R	R	R	125	41	75
Melcher (D)	R	R	R	R	R	R	R	R	W	R	R	10	1	R	R	R	168	35	83
NEBRASKA																			
Exon (D)	R	R	R	R	R	R	W	W	W	R	R	8	3	R	R	W	72	86	46
Karnes (R)	R	W	A	A	W	W	A	W	A	A	W	1	5	W	R	W	3	15	17
NEVADA																			
Hecht (R)	A	W	A	A	W	W	W	A	W	R	W	1	6	W	R	A	6	77	7
Reid (D)	R	R	R	R	R	R	R	R	R	R	A	10	0	R	R	W	21	2	91
NEW HAMPSHIRE																			
Rudman (R)	W	W	R	R	W	W	W	W	W	W	W	2	9	R	R	W	25	105	19
Humphrey (R)	W	W	W	W	W	R	W	W	W	W	A	1	9	W	W	W	10	152	6
NEW JERSEY																			
Bradley (D)	R	R	W	W	W	R	A	A	R	R	R	6	3	R	R	R	140	23	86
Lautenberg (D)	R	R	R	R	R	R	R	R	R	R	R	11	0	R	R	R	82	4	94
NEW MEXICO																			
Domenici (R)	W	W	A	R	W	R	W	W	W	R	R	4	6	R	R	W	61	201	23
Bingaman (D)	R	R	A	W	W	R	W	R	R	R	R	7	3	R	R	R	73	14	84
NEW YORK																			
Moynihan (D)	R	R	R	R	W	R	R	R	R	R	R	10	1	R	R	R	186	17	92
D'Amato (R)	R	W	R	R	W	R	W	W	W	R	R	6	5	R	R	W	60	70	46
NORTH CAROLINA																			
Sanford (R)	R	R	R	R	W	R	W	R	R	A	R	8	2	R	R	R	20	3	37
Helms (R)	A	W	R	R	R	W	W	W	W	W	W	3	7	W	W	W	22	247	8
NORTH DAKOTA																			
Burdick (D)	R	R	R	R	R	R	R	R	R	R	R	11	0	R	R	R	298	50	86
Conrad (D)	R	R	W	R	R	R	R	R	R	R	R	10	1	R	R	R	22	2	92
OHIO																			
Glenn (D)	R	R	W	W	W	R	R	R	R	R	R	8	3	R	R	R	192	46	81
Metzenbaum (D)	R	R	A	R	R	R	R	R	R	R	R	10	0	R	R	R	202	12	94
OKLAHOMA																			
Boren (D)	R	R	R	R	W	R	W	W	W	R	A	6	4	R	R	W	68	98	41
Nickles (R)	W	R	W	W	W	W	W	W	W	W	W	1	10	W	W	W	4	127	3
OREGON																			
Hatfield (R)	R	W	A	W	W	R	R	R	W	R	R	6	4	R	R	W	147	144	51
Packwood (R)	R	R	W	W	W	R	R	R	W	R	R	7	4	R	R	W	135	157	46
PENNSYLVANIA																			
Heinz (R)	R	R	R	R	W	R	R	R	W	R	R	9	2	R	R	W	132	69	66
Specter (R)	R	A	R	R	W	R	R	R	R	R	R	9	1	R	A	W	91	39	70
RHODE ISLAND																			
Pell (D)	R	R	R	R	R	R	R	R	R	R	R	11	0	R	R	R	313	27	92
Chafee (R)	R	R	W	R	W	R	R	R	R	R	R	9	2	R	R	R	100	106	49
SOUTH CAROLINA																			
Hollings (D)	R	R	R	R	R	R	W	R	R	W	R	9	2	R	R	R	172	125	58
Thurmond (R)	W	W	R	R	W	W	W	W	W	W	W	2	9	W	R	W	43	334	11
SOUTH DAKOTA																			
Daschle (D)	R	R	R	R	W	R	R	R	R	R	R	10	1	R	R	R	21	2	91
Pressler (R)	W	W	W	R	R	W	W	W	W	R	W	3	8	W	R	W	53	100	35
TENNESSEE																			
Sasser (D)	R	R	R	R	W	R	W	R	R	R	R	9	2	R	R	R	160	41	80
Gore (D)	R	R	R	R	W	A	A	R	R	R	R	8	1	R	R	W	46	7	87
TEXAS																			
Bentsen (D)	R	R	A	R	A	R	R	A	A	A	R	6	0	R	R	W	142	128	53
Gramm (R)	W	W	W	W	W	W	W	A	W	W	A	0	9	W	W	W	1	57	2
UTAH																			
Garn (R)	W	W	W	R	W	W	W	W	W	W	W	1	10	W	W	W	24	222	10
Hatch (R)	W	W	R	R	W	R	W	W	W	R	W	4	7	W	R	W	25	176	12
VERMONT																			
Leahy (D)	R	R	R	W	W	R	R	R	R	R	R	9	2	R	R	R	207	40	84
Stafford (R)	R	W	A	R	W	R	R	R	R	R	R	8	2	R	R	W	161	111	59
VIRGINIA																			
Trible (R)	W	W	R	R	W	W	W	W	W	R	W	3	8	W	R	W	15	72	17
Warner (R)	R	W	R	R	W	W	W	W	W	R	W	4	7	W	R	W	29	142	17
WASHINGTON																			
Evans (R)	W	W	W	W	A	R	W	W	W	R	A	2	7	R	R	R	19	55	26
Adams (R)	R	R	W	W	W	R	R	R	R	A	R	7	3	R	R	R	19	4	83
WEST VIRGINIA																			
Byrd (D)	R	W	R	R	R	R	R	R	R	R	R	10	1	R	R	W	273	101	73
Rockefeller (D)	R	R	R	R	W	R	R	R	R	R	R	10	1	R	R	W	55	5	92
WISCONSIN																			
Kasten (R)	R	W	R	R	W	W	W	W	W	R	W	4	7	R	R	W	31	100	24
Proxmire (D)	R	W	R	W	R	R	R	R	R	R	R	9	2	R	R	W	250	124	67
WYOMING																			
Simpson (R)	R	W	W	W	W	W	W	W	W	R	W	2	9	W	R	W	12	155	7
Wallop (R)	W	W	W	W	A	W	W	A	A	A	A	0	6	W	R	W	16	183	84

Key to Symbols

R Voted Right or was paired Right.

W Voted Wrong or was paired Wrong.

A Absent and not paired or voted "present."

Number before each name shows congressional district.

MAJOR ISSUES IN THE SENATE

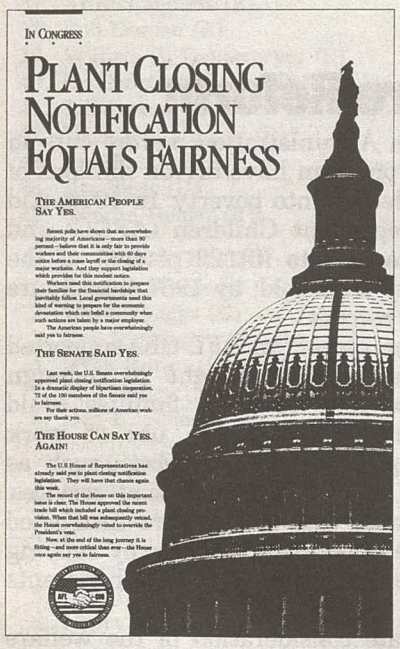
1. Plant Closing Protections

Over the last decade, no-notice plant closings in the country have occurred with alarming frequency. Each year over two million American workers lose their jobs in shutdowns and permanent layoffs. These economic catastrophes affect not only large industrial cities but small towns and rural areas, as well. Every economic region and economic sector have been hit; even the highly touted computer and service industries have been plagued by plant shutdowns and lost jobs.

In 1987, a plant closing amendment was added to the Senate version of the House-passed trade bill, thanks to the hard work of Senators Howard Metzenbaum (D-Ohio) and Ted Kennedy (D-Mass.). The plant closing section provided workers at job sites of 100 or more employees with 60-day advance notice of a permanent plant closing. The amendment also established a unit in the U.S. Department of Labor to oversee federal and state programs assisting the re-employment of dislocated workers. Nearly $1 billion was authorized, primarily for state delivery of training, education, job-search assistance and other services to help displaced workers.

President Reagan made good on his threat to veto the omnibus trade bill because of the plant closing provision and the Senate failed to override the veto. Immediately, the Democratic leadership agreed on a strategy to resurrect the plant closing legislation and to pass it as a separate bill. Amid an explosion of public support for the plant closing bill and with the help of effective grass-roots lobbying by union members throughout the country, the Senate—by an overwhelming 72-23 vote on July 6—passed the measure. Because the margins in both the House and Senate were "veto-proof," President Reagan was forced to back off, allowing the bill to become law without his signature.

For - Right Against - Wrong



This AFL-CIO newspaper ad was part of a national multi-media campaign to enhance public support for the plant closing bill.

2. Trade I

On May 24, President Reagan vetoed the long-awaited omnibus trade bill. As his major objection, he cited the plant closing provision. Despite the fact that 82% of the American public supported the provision as a matter of simple fairness, the Reagan Administration lobbied many Republican Senators into treating this as a party-line issue. The 61-37 vote, on June 8, fell short of the two-thirds needed for an override.

For - Right Against - Wrong

Senate Democratic Majority Leader Bob Byrd (D-W.Va.)—a major force on behalf of the workers' legislative agenda in the Senate—gave up his leadership post at the end of the 100th Congress. Here Byrd confers with AFL-CIO President Lane Kirkland, Legislative Director Bob McGlotten and Research Director Rudy Oswald.

3. Trade II - Apparel and Shoe Imports

Another trade bill of major importance was legislation to regulate the influx of textile and shoe imports into the United States. Devastation of this industry over the last decade has been accompanied by an epidemic of plant shutdowns and over 300,000 lost jobs, despite 1974 international trade agreements to provide for the orderly growth of textile and apparel imports. Today, apparel and shoe imports account for nearly 60% and 80% respectively of the U.S. market.

The House-passed legislation, backed by the AFL-CIO, would have forced compliance with existing trade agreements for textiles, while also providing relief for the import-stricken shoe industry. President Reagan had vetoed similar legislation in 1985. Under the 1987 version, imports of 185 categories of textiles and apparel would be limited to a one percent annual increase, based on 1986 levels. Despite strong Reagan Administration opposition and a lobbying blitz by retail associations, the Senate passed its version of the textile bill on September 9 by a 57-32 vote. President Reagan later vetoed the bill. The veto override effort failed.

For - Right Against - Wrong

4. Trade III - Buy American

The nation's security would be at risk if the logistical needs of our military could not be supplied by our own domestic manufacturing firms. The AFL-CIO has traditionally supported legislation requiring the armed forces to buy American-made goods. While considering the Defense Authorization bill, the Senate Armed Services Committee agreed to an amendment to erode "Buy American" protections. Promoted by Phil Gramm (R-Tex.), this proposal would have allowed the purchase of foreign-made goods if a 10% savings could be shown over the cost of buying U.S. goods and if the country of origin were not more restrictive in military procurement than the U.S. This provision failed to take into consideration that most of our so-called trading partners subsidize their manufacturers in order to gain access to lucrative U.S. government contracts.

Recognizing how easily the committee language could be used by foreign producers to further decimate our strategic industries, Sen. John Heinz (R-Pa.) offered an amendment during Senate floor debate to restore the "Buy American" safeguards. On May 12, by a 32-64 margin, the Senate voted against a motion by Sen. Gramm to table the Heinz amendment, which was later adopted by a voice vote.

For tabling - Wrong Against tabling - Right

5. Trade IV - Export of Jobs

The U.S. Overseas Private Investment Corporation (OPIC) is a taxpayer-financed government bureau that insures U.S. corporate investment abroad against losses from political and other risks. The AFL-CIO has consistently opposed continuation of OPIC because it encourages U.S. firms to invest in other countries, draining this country of much-needed investment revenue and resulting in the loss of U.S. jobs and production capabilities.

During 1988 Senate debate on a foreign aid appropriations bill, Sen. Howard Metzenbaum (D-Ohio) offered a labor-backed amendment to restrict the job-exporting operations of OPIC. His amendment would have prohibited OPIC from insuring any project that produces exports to the U.S. of goods directly competitive with U.S. products. This prohibition would not apply to countries with annual per capita incomes of $984 or less. On a tabling motion by Sen. Terry Sanford (D-N.C.), the Metzenbaum proposal was defeated by a 72-23 vote on September 30.

For tabling - Wrong Against tabling - Right

6. Polygraph Protection

The use of polygraphs reached shocking levels in the American workplace by the 1980s. Workers in the private sector are subjected to more than two million "lie detector" tests every year, four times the number given just ten years ago. According to estimates, at least 200,000 Americans lose jobs or are denied employment opportunities solely because of inaccurate "lie detector" tests. Because of the continuing widespread abuse of polygraphs and their lack of reliability, 22 states have limited or outlawed polygraph examinations in the workplace. But a state-by-state approach to banning these devices would have taken years to accomplish. Thus a uniform federal prohibition was needed.

To put an end to this abuse of workers' rights, the AFL-CIO supported House-passed, bipartisan legislation sponsored by Sen. Ted Kennedy (D-Mass.), outlawing the use of polygraphs in most private sector workplaces. When the bill came to the Senate floor, opponents led by Sen. Phil Gramm (R-Tex.) attempted to sidetrack the legislation by substituting an amendment to continue to allow employers to administer polygraphs under guidelines established in 1984 by the Department of Defense. By a 57-35 vote on March 2, the Senate agreed to a tabling motion by Sen. Kennedy to block the Gramm amendment. The legislation was later signed into law.

For tabling - Right Against tabling - Wrong

7. Job Safety

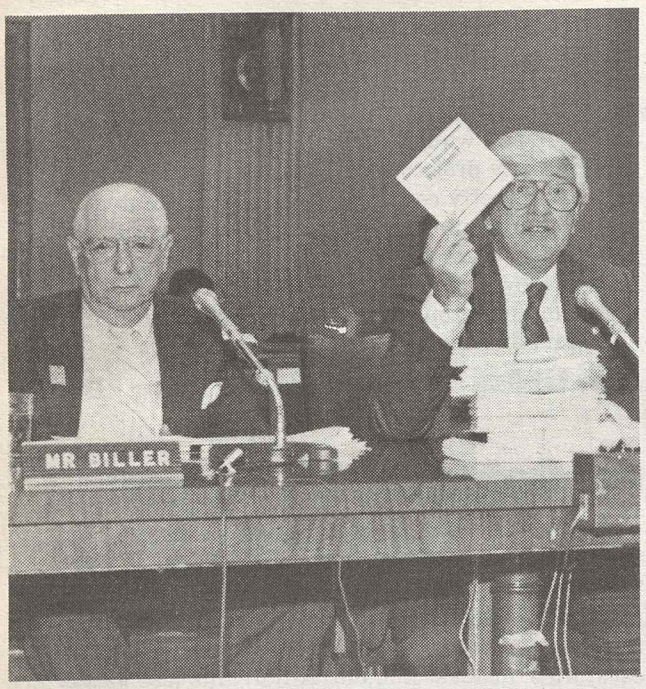
Thousands of toxic substances are in wide industrial and commercial use in the United States. As a result, approximately 11 million workers are exposed to known carcinogens. Worse, some 100,000 workers die and 240,000 more are disabled each year from the occupational diseases caused by these exposures.

In response to this growing crisis, the AFL-CIO endorsed legislation in 1987 to promote early detection and prevention of occupational diseases. This legislation—the first Congressional job safety and health initiative in years—would establish a system to provide notification, information and medical monitoring to high-risk workers. The bill would establish a federal Risk Assessment Board in the Department of Health and Human Services to identify and notify individual workers in danger of suffering occupationally-induced disease and to counsel them appropriately on medical surveillance procedures.

When the legislation came to the Senate floor, Senators Orrin Hatch (R-Utah) and Dan Quayle (R-Ind.) combined to sustain a filibuster blocking further debate on the legislation. On March 29, an attempt by majority leader Sen. Robert Byrd (D-W.Va.) to end the filibuster by invoking cloture failed by a 42-52 margin—18 votes short of the three-fifths majority (60 votes) required for cloture.

For cloture - Right Against cloture - Wrong

Warning workers about exposure to toxic substances was the main thrust of the High Risk Notification bill. Here UFCW witnesses address the dangers of cancer causing chemicals in cosmetology products.



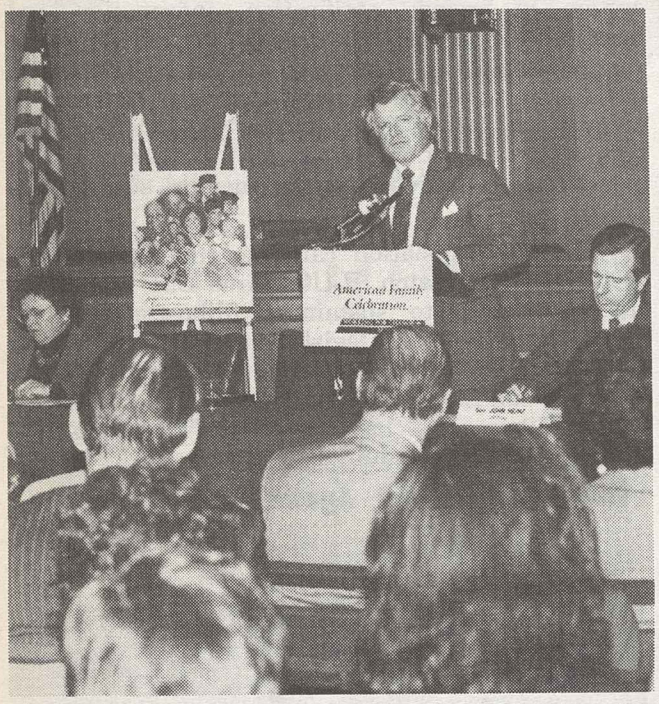
Postal Workers President Moe Biller (left) and Letter Carriers President Vince Sombrotto demonstrate grass-roots support for Hatch Act reform at Senate hearings.

8. Increasing the Minimum Wage

It has been over 10 years since Congress last passed legislation to increase the nation's minimum wage. The last increase to $3.35 per hour went into effect in 1981. Over that time these low-paid workers have lost 37% of the value of their wages in terms of purchasing power. When the minimum wage doesn't keep pace with the cost of living, federal, state and local governments are forced to pay billions in welfare benefits and services, so that government at all levels indirectly subsidizes low-wage employers who refuse to pay workers a decent income.

In 1988, the AFL-CIO supported legislation to increase the minimum wage in three annually adjusted increments to $4.55 by January 1, 1991. However, this package was derailed as a result of still another Senate filibuster led by Senator Orrin Hatch (R-Utah). A final effort to invoke cloture and stop the filibuster fell four votes short of the 60 votes needed when a motion by Senator Ted Kennedy (D-Mass.) was defeated 56-35 on September 23.

For cloture - Right Against cloture - Wrong



Family Issues—Senator Ted Kennedy (D-Mass.) along with Senators Barbara Mikulski (D-Md.) and John Heinz (R-Penn.) make the pitch for child care and family leave.

9. Family and Medical Leave

American family life has changed radically in the last decade as the role of women in the workforce has expanded dramatically. Today, in most American families both parents work. Nearly 70% of women with children under three years old are in the workforce because of economic necessity.

Despite these dramatic changes, American businesses have been slow to adapt. For example, only about half of women workers in the United States have a right to reclaim their jobs after taking maternity leave, which is usually unpaid. Absence from work for the arrival of a newborn or a child's serious illness often results in the loss of a job for one or both parents.

To protect working parents, the AFL-CIO supported legislation to provide a national leave policy allowing up to 10 weeks of job-protected, unpaid time off for workers to meet parental responsibilities to deal with serious health problems affecting themselves or their family. This would have included, for example, the birth of a newborn or the adoption of a child. When the bill, originally introduced by Senator Chris Dodd (D-Conn.), was brought to the Senate floor, conservative Republicans led the charge against this pro-family legislation. Democratic Majority Leader Senator Robert Byrd (D-W.Va.) tried in vain to stop the filibuster led by Republican Minority Leader Robert Dole (R-Kans.). Byrd's motion to invoke cloture was defeated on October 6 by a 50-46 vote—10 short of the 60 votes needed to invoke cloture.

For cloture - Right Against cloture - Wrong

10. Pay Equity for Women

Equal pay for work of comparable value is a major goal of the American labor movement. In recent years, labor's concern for pay equity has led to legislative and judicial efforts to assure that women workers are not the victims of wage discrimination caused by pay classification plans which fail to compensate them adequately for their level of skills. In the Senate, the AFL-CIO backed legislation sponsored by Senators Alan Cranston (D-Calif.) and Dan Evans (R-Wash.) to advance the cause of pay equity for women at the federal level. Their bill provided for an independent study to determine whether the federal government salary structure undervalued jobs that are filled primarily by women. If such discrimination existed, the measure required development of legislative proposals to close the pay gaps. Pay reductions in predominantly male occupations were specifically prohibited.

The key vote on the Cranston-Evans proposal came on a carefully orchestrated parliamentary measure. With time running out in the Senate, Democratic Majority Leader Sen. Robert Byrd (W.Va.) allowed Senators Cranston and Evans to offer their bill as an amendment to an unrelated tax bill. However, in order not to open the door to a host of other unrelated amendments that might delay or doom the tax bill, they moved to first table their own amendment and then to withdraw it. This would thus guarantee a recorded vote in the Senate on Pay Equity. By a 72-14 vote on October 7, the Senate defeated the tabling motion and the amendment was withdrawn.

For tabling - Wrong Against tabling - Right

11. Union Busting by Federal Law

In 1988, the National Right-to-Work Committee renewed its attack on basic labor rights by pushing legislation to return to the days when the federal government policed strikes and busted unions for the benefit of employers. This was the intent of an amendment introduced by Sen. Strom Thurmond (R-S.C.) to the plant closing bill. Thurmond's amendment would have repealed a Supreme Court decision relating to the federal anti-extortion law—the Hobbs Act—and applied its severe civil and criminal penalties to picket line disturbances.

The AFL-CIO strongly opposed the Thurmond amendment—which had been rejected by the Republican-controlled Senate in 1986—because there are so few strikes, and incidents of picket line trouble are even rarer. Furthermore, such incidents, when they occur, are adequately covered by state or local laws and their enforcement agencies. Thus no union member or official is immune if he or she commits illegal acts during a labor dispute. Thurmond's anti-worker proposal was defeated when the Senate agreed by a 60-27 vote on June 24 to a tabling motion offered by Sen. Howard Metzenbaum (D-Ohio).

For tabling - Right Against tabling - Wrong

12. Civil Rights

In 1984, the U.S. Supreme Court issued a decision which threatened 20 years of federal civil rights law. In a case involving Grove City College in Pennsylvania, the Court ruled that an education institution could still receive federal funds, even if one of its departments or activities engaged in discrimination. The Court's Grove City decision drastically narrowed the protection provided by Title IX of the Education Amendments of 1972. Since the three other federal laws that prohibit discrimination by recipients of federal funds use the same terminology, the Justice Department immediately announced that it would apply the Grove City decision to weaken the enforcement of those laws.

In passing these civil rights laws, Congress intended that the entire agency or institution receiving the federal dollars be deterred from discrimination, not simply the program or activity receiving the federal funds. The Grove City ruling made congressional action necessary to restore to the four civil rights laws their original meaning. In 1984, conservative opposition in the Republican-controlled Senate blocked passage; in 1985-86, conservatives in the House succeeded in loading onto the bill controversial, non-germane amendments which prevented final House action.

Finally, in 1988, Congress passed the Civil Rights Restoration Act—only to have it vetoed by President Reagan. In the showdown with the Reagan Administration over whether or not this nation would continue its commitment to civil rights, Congress reaffirmed its intent. The Senate voted 73-24 to override the veto on March 22.

For - Right Against - Wrong

13. Catastrophic Health Insurance

In 1987, the House and Senate both passed legislation to expand Medicare coverage to protect against catastrophic and long-term illnesses. Under the Medicare system, the elderly or disabled who had long hospital stays, very large doctor bills, big outpatient drug payments or who went into nursing homes for long-term care, were financially drained by bills for tens of thousands of dollars which Medicare would not pay. To help these Medicare beneficiaries who face possible financial ruin from catastrophic illnesses, the new legislation expanded coverage to include unlimited free hospitalization after payment of an annual deductible, payment for physicians' bills over $1,400 a year, and a drug benefit to help with the costs of outpatient prescription drugs in excess of $600 a year. On May 25, a House-Senate conference committee unanimously approved a final version of the bill. On June 8, the Senate voted 86-11 to adopt the AFL-CIO-supported conference agreement.

For - Right Against - Wrong

14. Welfare Reform

Under the Reagan Administration, severe cuts in the nation's welfare program have driven millions of poor families even deeper into poverty. In 1979, Aid to Families with Dependent Children (AFDC) and other programs were able to lift 22 percent of the poor over the poverty threshold; by 1987 that figure had declined to nine percent.

In 1987, the House passed an AFL-CIO-supported welfare reform measure that sought to redesign welfare programs so that recipient families could become self-supporting through the use of work programs with adequate support services—such as child care, medical leave and other social services. Benefits were improved and states were instructed not to encourage the break-up of families by denying benefits to two-parent families where both parents were unemployed.

During 1988 Senate consideration of the welfare reform bill, Senate Minority Leader Robert Dole (R-Kans.) introduced an amendment severely weakening the bill. The Dole amendment required that one parent in a two-parent family receiving welfare participate in a non-profit, public-sector workfare program. The amendment failed to include the protections of the House bill which required equal pay and equal benefits protections and prohibited the displacement of currently-employed workers. On June 16, Senator Daniel Moynihan (D-N.Y.) introduced a motion to table, and thus defeat, the Dole amendment. The labor-supported motion was rejected by a 41-54 vote.

For tabling - Right Against tabling - Wrong

Members of House of Representatives

If recounts do not change the outcome, the House of Representatives will have 262 Democrats and 173 Republicans in the 101st Congress, which convenes in January.

Numerals show congressional districts; AL—at large. Newly elected House members have an asterisk (*) after their names.

ALABAMA
1. Sonny Callahan (R)
2. William L. Dickinson (R)
3. Bill Nichols (D)
4. Tom Bevill (D)
5. Ronnie G. Flippo (D)
6. Ben Erdreich (D)
7. Claude Harris (D)

ALASKA
AL Don Young (R)

ARIZONA
1. John J. Rhodes III (R)
2. Morris K. Udall (D)
3. Bob Stump (R)
4. Jon Kyl (R)
5. Jim Kolbe (R)

ARKANSAS
1. Bill Alexander (D)
2. Tommy F. Robinson (D)
3. John P. Hammerschmidt (R)
4. Beryl Anthony Jr. (D)

CALIFORNIA
1. Douglas H. Bosco (D)
2. Wally Herger (R)
3. Robert T. Matsui (D)
4. Vic Fazio (D)
5. Nancy Pelosi (D)
6. Barbara Boxer (D)
7. George Miller (D)
8. Ronald V. Dellums (D)
9. Fortney H. Stark (D)
10. Don Edwards (D)
11. Tom Lantos (D)
12. Tom Campbell (R)*
13. Norman Y. Mineta (D)
14. Norman D. Shumway (R)
15. Tony Coelho (D)
16. Leon E. Panetta (D)
17. Charles Pashayan Jr.(R)
18. Richard H. Lehman (D)
19. Robert J. Lagomarsino (R)
20. William M. Thomas (R)
21. Elton Gallegly (R)
22. Carlos J. Moorhead (R)
23. Anthony C. Beilenson (D)
24. Henry A. Waxman (D)
25. Edward R. Roybal (D)
26. Howard L. Berman (D)
27. Mel Levine (D)
28. Julian C. Dixon (D)
29. Augustus F. Hawkins (D)
30. Matthew G. Martinez (D)
31. Mervyn M. Dymally (D)
32. Glenn M. Anderson (D)
33. David Dreier (R)
34. Esteban Torres (D)
35. Jerry Lewis (R)
36. George E. Brown Jr. (D)
37. Al McCandless (R)
38. Bob Dornan (R)
39. William E. Dannemeyer (R)
40. C. Christopher Cox (R)*
41. Bill Lowery (R)
42. Dana Rohrabacher (R)*
43. Ron Packard (R)
44. Jim Bates (D)
45. Duncan Hunter (R)

COLORADO
1. Patricia Schroeder (D)
2. David Skaggs (D)
3. Ben Nighthorse Campbell (D)
4. Hank Brown (R)
5. Joel Hefley (R)
6. Dan L. Schaefer (R)

CONNECTICUT
1. Barbara B. Kennelly (D)
2. Sam Gejdenson (D)
3. Bruce A. Morrison (D)
4. Christopher Shays (R)
5. John G. Rowland (R)
6. Nancy L. Johnson (R)

DELAWARE
AL Thomas R. Carper (D)

FLORIDA
1. Earl Hutto (D)
2. Bill Grant (D)
3. Charles E. Bennett (D)
4. Bill Chappell Jr. (D)
5. Bill McCollum (R)
6. Cliff Stearns (R)*
7. Sam Gibbons (D)
8. C.W. Bill Young (R)
9. Michael Bilirakis (R)
10. Andy Ireland (R)
11. Bill Nelson (D)
12. Tom Lewis (R)
13. Porter Goss (R)*
14. Harry A. Johnston (D)*
15. E. Clay Shaw Jr. (R)
16. Lawrence Smith (D)
17. William Lehman (D)
18. Claude Pepper (D)
19. Dante B. Fascell (D)

GEORGIA
1. Robert Lindsay Thomas (D)
2. Charles Hatcher (D)
3. Richard Ray (D)
4. Ben Jones (D)*
5. John Lewis (D)
6. Newt Gingrich (R)
7. George Darden (D)
8. J. Roy Rowland (D)
9. Ed Jenkins (D)
10. Doug Barnard Jr. (D)

HAWAII
1. Patricia Saiki (R)
2. Richard H. Akaka (D)

IDAHO
1. Larry E. Craig (R)
2. Richard H. Stallings (D)

ILLINOIS
1. Charles A. Hayes (D)
2. Gus Savage (D)
3. Marty Russo (D)
4. George E. Sangmeister(D)*
5. William O. Lipinski (D)
6. Henry J. Hyde (R)
7. Cardiss Collins (D)
8. Dan Rostenkowski (D)
9. Sidney R. Yates (D)
10. John Edward Porter (R)
11. Frank Annunzio (D)
12. Philip M. Crane (R)
13. Harris W. Fawell (R)
14. Dennis Hastert (R)
15. Edward R. Madigan (R)
16. Lynn Martin (R)
17. Lane Evans (D)
18. Robert H. Michel (R)
19. Terry L. Bruce (D)
20. Richard J. Durbin (D)
21. Jerry F. Costello (D)
22. Glenn Poshard (D)*

INDIANA
1. Peter J. Visclosky (D)
2. Philip R. Sharp (D)
3. John Hiler (R)
4. Dan Coats (R)
5. Jim Jontz (D)
6. Dan Burton (R)
7. John T. Myers (R)
8. Frank McCloskey (D)
9. Lee H. Hamilton (D)
10. Andrew Jacobs Jr. (D)

IOWA
1. Jim Leach (R)
2. Tom Tauke (R)
3. David R. Nagle (D)
4. Neal Smith (D)
5. Jim Lightfoot (R)
6. Fred Grandy (R)

KANSAS
1. Pat Roberts (R)
2. Jim Slattery (D)
3. Jan Meyers (R)
4. Dan Glickman (D)
5. Bob Whittaker (R)

KENTUCKY
1. Carroll Hubbard Jr.(D)
2. William H. Natcher (D)
3. Romano L. Mazzoli (D)
4. Jim Bunning (R)
5. Harold Rogers (R)
6. Larry J. Hopkins (R)
7. Carl C. Perkins (D)

LOUISIANA
1. Bob Livingston (R)
2. Lindy Boggs (D)
3. W.J. Tauzin (D)
4. Jim McCreary (R)
5. Jerry Huckaby (D)
6. Richard Baker (R)
7. Jimmy Hayes (D)
8. Clyde Holloway (R)

MAINE
1. Joseph E. Brennan (D)
2. Olympia J. Snowe (R)

MARYLAND
1. Roy Dyson (D)
2. Helen Delich Bentley (R)
3. Benjamin L. Cardin (D)
4. Tom McMillen (D)
5. Steny H. Hoyer (D)
6. Beverly B. Byron (D)
7. Kweisi Mfume (D)
8. Constance A. Morella (R)

MASSACHUSETTS
1. Silvio O. Conte (R)
2. Richard E. Neal (D)*
3. Joseph D. Early (D)
4. Barney Frank (D)
5. Chester G. Atkins (D)
6. Nicholas Mavroules (D)
7. Edward J. Markey (D)
8. Joseph P. Kennedy II (D)
9. Joe Moakley (D)
10. Gerry E. Studds (D)
11. Brian J. Donnelly (D)

MICHIGAN
1. John Conyers Jr. (D)
2. Carl D. Pursell (R)
3. Howard Wolpe (D)
4. Fred Upton (R)
5. Paul B. Henry (R)
6. Bob Carr (D)
7. Dale E. Kildee (D)
8. Bob Traxler (D)
9. Guy Vander Jagt (R)
10. Bill Schuette (R)
11. Robert W. Davis (R)
12. David E. Bonior (D)
13. George W. Crockett Jr. (D)
14. Dennis M. Hertel (D)
15. William D. Ford (D)
16. John D. Dingell (D)
17. Sander M. Levin (D)
18. William S. Broomfield (R)

MINNESOTA
1. Timothy J. Penny (D)
2. Vin Weber (R)
3. Bill Frenzel (R)
4. Bruce F. Vento (D)
5. Martin Olav Sabo (D)
6. Gerry Sikorski (D)
7. Arlan Stangeland (R)
8. James L. Oberstar (D)

MISSISSIPPI
1. Jamie L. Whitten (D)
2. Mike Espy (D)
3. G.V. Montgomery (D)
4. Mike Parker (D)*
5. Larkin Smith (R)*

MISSOURI
1. William L. Clay (D)
2. Jack Buechner (R)
3. Richard A. Gephardt (D)
4. Ike Skelton (D)
5. Alan Wheat (D)
6. E. Thomas Coleman (R)
7. Melton D. Hancock (R)*
8. Bill Emerson (R)
9. Harold L. Volkmer (D)

MONTANA
1. Pat Williams (D)
2. Ron Marlenee (R)

NEBRASKA
1. Doug Bereuter (R)
2. Peter Hoagland (D)*
3. Virginia Smith (R)

NEVADA
1. James H. Bilbray (D)
2. Barbara F. Vucanovich (R)

NEW HAMPSHIRE
1. Robert C.Smith (R)
2. Chuck Douglas (R)*

NEW JERSEY
1. James J. Florio (D)
2. William J. Hughes (D)
3. Frank Pallone Jr. (D)*
4. Christopher H. Smith (R)
5. Marge Roukema (R)
6. Bernard J. Dwyer (D)
7. Matthew J. Rinaldo (R)
8. Robert A. Roe (D)
9. Robert G. Torricelli (D)
10. Donald M. Payne (D)*
11. Dean A. Gallo (R)
12. Jim Courter (R)
13. H. James Saxton (R)
14. Frank J. Guarini (D)

NEW MEXICO
1. Steven H. Schiff (R)*
2. Joe Skeen (R)
3. Bill Richardson (D)

NEW YORK
1. George J. Hochbrueckner (D)
2. Thomas J. Downey (D)
3. Robert J. Mrazek (D)
4. Norman F. Lent (R)
5. Raymond J. McGrath (R)
6. Floyd H. Flake (D)
7. Gary L. Ackerman (D)
8. James H. Scheuer (D)
9. Thomas J. Manton (D)
10. Charles E. Schumer (D)
11. Edolphus Towns (D)
12. Major R. Owens (D)
13. Stephen J. Solarz (D)
14. Guy V. Molinari (R)
15. Bill Green (R)
16. Charles B. Rangel (D)
17. Ted Weiss (D)
18. Robert Garcia (D)
19. Eliot L. Engel (D)*
20. Nita M. Lowey (D)*
21. Hamilton Fish Jr. (R)
22. Benjamin A. Gilman (R)
23. Michael R. McNulty (D)*
24. Gerald B.H. Solomon (R)
25. Sherwood Boehlert (R)
26. David O'B. Martin (R)
27. James T. Walsh (R)*
28. Matthew F. McHugh (D)
29. Frank Horton (R)
30. Louise M. Slaughter (D)
31. L. William Paxon (R)*
32. John J. LaFalce (D)
33. Henry J. Nowak (D)
34. Amory Houghton Jr. (R)

NORTH CAROLINA
1. Walter B. Jones (D)
2. Tim Valentine (D)
3. Martin Lancaster (D)
4. David E. Price (D)
5. Stephen L. Neal (D)
6. Howard Coble (R)
7. Charlie Rose (D)
8. W.G. Hefner (D)
9. J. Alex McMillan (R)
10. Cass Ballenger (R)
11. James McClure Clarke (D)

NORTH DAKOTA
AL Byron L. Dorgan (D)

OHIO
1. Thomas A. Luken (D)
2. Bill Gradison (R)
3. Tony P. Hall (D)
4. Michael G. Oxley (R)
5. Paul E. Gillmor (R)*
6. Bob McEwen (R)
7. Michael DeWine (R)
8. Donald E. Lukens (R)
9. Marcy Kaptur (D)
10. Clarence E. Miller (R)
11. Dennis E. Eckart (D)
12. John R. Kasich (R)
13. Don J. Pease (D)
14. Thomas C. Sawyer (D)
15. Chalmers P. Wylie (R)
16. Ralph Regula (R)
17. James A. Traficant Jr.(D)
18. Douglas Applegate (D)
19. Edward F. Feighan (D)
20. Mary Rose Oakar (D)
21. Louis Stokes (D)

OKLAHOMA
1. James M. Inhofe (R)
2. Mike Synar (D)
3. Wes Watkins (D)
4. Dave McCurdy (D)
5. Mickey Edwards (R)
6. Glenn English (D)

OREGON
1. Les AuCoin (D)
2. Robert F. Smith (R)
3. Ron Wyden (D)
4. Peter A. DeFazio (D)
5. Mike Kopetski (D)*

PENNSYLVANIA
1. Thomas M. Foglietta (D)
2. William H. Gray III (D)
3. Robert A. Borski (D)
4. Joe Kolter (D)
5. Richard T. Schulze (R)
6. Gus Yatron (D)
7. Curt Weldon (R)
8. Peter H. Kostmayer (D)
9. Bud Shuster (R)
10. Joseph M. McDade (R)
11. Paul E. Kanjorski (D)
12. John P. Murtha (D)
13. Lawrence Coughlin (R)
14. William J. Coyne (D)
15. Don Ritter (R)
16. Robert S. Walker (R)
17. George W. Gekas (R)
18. Doug Walgren (D)
19. Bill Goodling (R)
20. Joseph M. Gaydos (D)
21. Tom Ridge (R)
22. Austin J. Murphy (D)
23. William F. Clinger Jr. (R)

RHODE ISLAND
1. Ronald K. Machtley (R)*
2. Claudine Schneider (R)

SOUTH CAROLINA
1. Arthur Ravenel Jr. (R)
2. Floyd Spence (R)
3. Butler Derrick (D)
4. Elizabeth Patterson (D)
5. John M. Spratt (D)
6. Robin Tallon (D)

SOUTH DAKOTA
AL Tim Johnson (D)

TENNESSEE
1. James H. Quillen (R)
2. John J. Duncan Jr. (R)*
3. Marilyn Lloyd (D)
4. Jim Cooper (D)
5. Bob Clement (D)
6. Bart Gordon (D)
7. Don Sundquist (R)
8. John Tanner (D)*
9. Harold E. Ford (D)

TEXAS
1. Jim Chapman (D)
2. Charles Wilson (D)
3. Steve Bartlett (R)
4. Ralph M. Hall (D)
5. John Bryant (D)
6. Joe L. Barton (R)
7. Bill Archer (R)
8. Jack Fields (R)
9. Jack Brooks (D)
10. J.J. Pickle (D)
11. Marvin Leath (D)
12. Jim Wright (D)
13. Bill Sarpalius (D)*
14. Greg H. Laughlin (D)*
15. E. de la Garza (D)
16. Ronald D. Coleman (D)
17. Charles W. Stenholm (D)
18. Mickey Leland (D)
19. Larry Combest (R)
20. Henry B. Gonzalez (D)
21. Lamar Smith (R)
22. Thomas D. DeLay (R)
23. Albert G. Bustamante (D)
24. Martin Frost (D)
25. Michael A. Andrews (D)
26. Dick Armey (R)
27. Solomon P. Ortiz (D)

UTAH
1. James V. Hansen (R)
2. Wayne Owens (D)
3. Howard C. Nielson (R)

VERMONT
AL Peter Smith (R)*

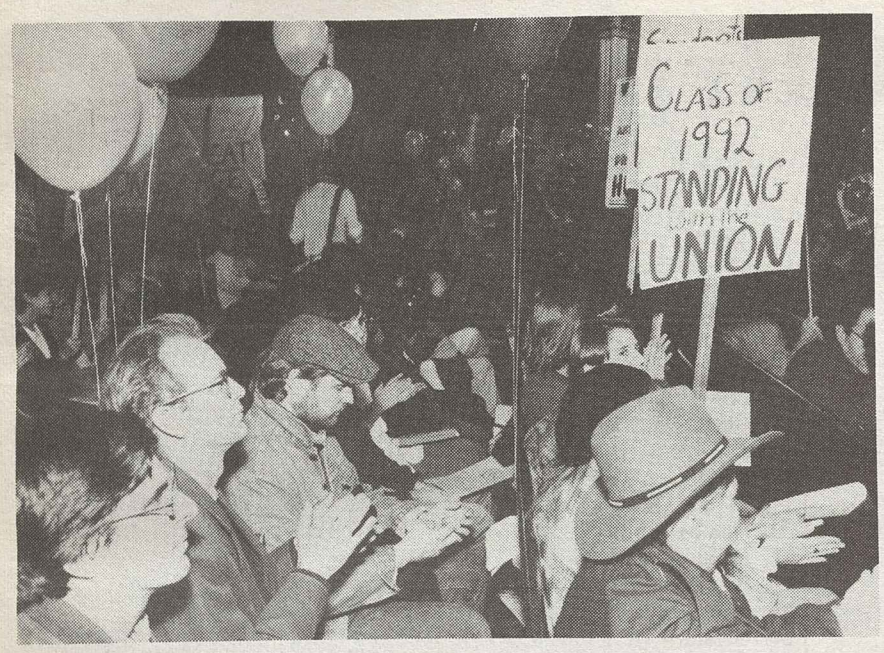
VIRGINIA
1. Herbert H. Bateman (R)
2. Owen B. Pickett (D)
3. Thomas J. Bliley Jr (R)
4. Norman Sisisky (D)
5. L.F. Payne (D)
6. Jim Olin (D)
7. D. French Slaughter Jr.(R)
8. Stan Parris (R)
9. Frederick C. Boucher (D)
10. Frank R. Wolf (R)

WASHINGTON
1. John Miller (R)
2. Al Swift (D)
3. Jolene Unsoeld (D)*
4. Sid Morrison (R)
5. Thomas S. Foley (D)
6. Norman D. Dicks (D)
7. Jim McDermott (D)*
8. Rod Chandler (R)

WEST VIRGINIA
1. Alan B. Mollohan (D)
2. Harley O. Staggers Jr. (D)
3. Bob Wise (D)
4. Nick J. Rahall II (D)

WISCONSIN
1. Les Aspin (D)
2. Robert W. Kastenmeier (D)
3. Steve Gunderson (R)
4. Gerald D. Kleczka (D)
5. Jim Moody (D)
6. Thomas E. Petri (R)
7. David R. Obey (D)
8. Toby Roth (R)
9. F. James Sensenbrenner Jr. (R)

WYOMING
AL Dick Cheney (R)



Workers and students at Harvard University join forces to show support for the AFSCME organizing drive as

Jesse Jackson and campaign director Kris Rondeau lead a victory salute in capping the fight for union recognition.

Harvard bows to ruling on union victory

AFSCME affiliate ready to bargain

Cambridge, Mass.—Clerical workers celebrated as Harvard University agreed to recognize AFSCME as the bargaining representative for 3,500 workers—mostly women.

The Harvard Union of Clerical & Technical Workers won a National Labor Relations Board election by a 1,530-1,486 margin last May. The university tried to have the election overturned, but administrative law judge Joel Harmatz ruled that the AFSCME affiliate won the election fairly and called on Harvard to recognize the union.

Harvard President Derek C. Bok said the university will not appeal Harmatz's decision and agreed to recognize the union. After making the announcement, Harvard officials passed out buttons that read, "We'll make it work." Contract talks are expected to begin after the NLRB certifies the union, which Bok said should be two weeks after his Nov. 3 decision not to file exceptions to the NLRB finding.

AFSCME President Gerald W. McEntee pointed out that the main goal of the organizing effort was to give "workers a voice in the workplace . . . and now they will have that voice."

Workplace needs

"All elements are in place for a new era of union-management cooperation, and for a model contract that addresses child care, flexible work hours, better pensions and all the other issues that helped fuel this campaign," he said.

"The whole country will be watching as this new chapter in labor history unfolds," McEntee said. The successful Harvard campaign made extensive use of the Union Yes theme, including radio ads.

Kristine Rondeau, director of the organizing effort, recalled the 12-year struggle to win union recognition at Harvard.

"We earned this," she said, adding, "everything that was won here came from thousands of small acts of personal courage by Harvard workers—from signing a union card to wearing a button at work to voting 'yes.' Nothing came easy."

Unit member Agnes Pilot, a secretary at Harvard's Museum of Comparative Zoology, said "we've all changed a lot since the day this began. 'We've learned to speak for ourselves and we've learned that when we stand together, we are strong."

Unions praised on election effort

Kirkland pledges labor's cooperation on national interest

Continued from Page 1

sought, Kirkland said, "our strong belief in the democratic process is unshaken and we have accepted, in good spirit, the verdict of the American people."

As during previous administrations, he said "the AFL-CIO will continue to serve in its historical role as an aggressive advocate of workers and their interests."

In the states with the largest number of union members, Dukakis was a strong contender. The election was close and competitive in the northeast and mid-Atlantic states, in the midwest and on the Pacific Coast. Bush took such electoral prizes as California, Illinois and Pennsylvania with a scant 51 percent of the vote.

Bush won an impressive 426-112 electoral college victory, nevertheless, despite the the handicap of a running mate—Dan Quayle—who clearly cost the Republican ticket votes.

Again, the once Democratic Solid South voted solidly Republican in a presidential election. While Lloyd Bentsen was clearly a national asset to the Democratic ticket, Texas was Bush country. The mountain and Great Plains states remained the GOP's heartland.

On the positive side of his campaign, Bush won the election with a reassuring resume of experience in world affairs and a "don't rock the boat" concept of continuity from the Reagan Administration.

On the negative side, he won by using television to paint a distorted portrait of Dukakis that took hold through repetition. Polls showed voters deploring such mudslinging, but influenced by it.

Dukakis was at his best in the final weeks of the campaign, when he tirelessly criss-crossed the country with a sharply-focused message that addressed the concerns of working Americans and their families. Now the crowds were bigger, the response warm.

Exit polls found that a solid majority of voters who made up their minds in the final days of the campaign cast their ballots for Dukakis and Bentsen.

Labor effort

America's unions had signed on to the campaign soon after the Democratic and Republican conventions last summer—after using an array of polling and sampling techniques to determine that the Democratic presidential ticket was the consensus choice of their members.

At the AFL-CIO General Board meeting last August, affiliates representing more than 12 million union members voted to endorse the Dukakis-Bentsen ticket. At the time, no votes were cast for a Bush-Quayle endorsement.

Union members were not immune to the impact of the negative television attacks on Dukakis, but their unions did not wait for the Democratic presidential campaign to provide a vaccine.

The AFL-CIO and its affiliates used union publications, leaflets and videos to contrast the records and programs of the two candidates—and to counter the damaging distortions. While the presidential race got the headlines, labor's political effort included support for COPE-backed candidates to Congress and state offices.

There was cause for concern. President Reagan was making a sentimental "last hurrah" effort to transfer his personal popularity to the Republican Party's Senate and House candidates. His own 1980 presidential victory had coattails that changed the face of Congress.

But Bush's lone victory was accompanied by Democratic gains in both houses of Congress, the opposite of a mandate.

As with all presidents, Bush will have considerable flexibility and bipartisan support to deal with world issues and perceived threats to the national security.

But on the domestic agenda, he faces a choice of cooperation and negotiation with Congress or confrontation backed with veto threats.

Deficit reduction and spending priorities are two of the many issues Bush refused to address in the campaign.

During his campaign, Bush had indicated a general sympathy to some issues important to working Americans—such as child care, health insurance coverage, a rise in the minimum wage and the right to take unpaid parental leave. But in the final weeks of Congress, Senate Republicans sandbagged efforts to bring a number of these issues to a vote.

On January 20, 1989, Inauguration Day, it will be fish-or-cut-bait time for the new President.

Republicans lose bid to take over Senate control

Continued from Page 1

But the arithmetic didn't work out, and the presidential election this year proved largely irrelevant to the outcome of the 33 Senate contests.

All of the seats that changed party were in states won by Bush. Nevertheless, Democratic challengers ousted incumbent Republicans in Nebraska, Nevada and Connecticut, and took an open Republican seat in Virginia.

Republicans defeated only one incumbent Democrat, in Montana. The GOP gained an open seat in Mississippi, with the possibility of an open seat pickup in a still undecided Florida election.

Fourteen Democratic and nine Republican incumbents were re-elected. The pre-election Democratic majority of 54-46 will be either 55-45 or 56-44 in January. These are the states where new senators were elected:

Connecticut—Lowell P. Weicker Jr., a Republican seeking a fourth term, lost in a cliffhanger to Democratic state Atty. Gen. Joseph I. Lieberman. Weicker's voting record earned him a COPE endorsement so the changeover will have only marginal impact on the Senate's voting alignment.

Florida—The retirement of Democrat Lawton Chiles pitted two House members in what turned out to be the nation's closest Senate contest. In COPE terms, Democrat Buddy MacKay had a career 55 percent "right" record, the same as Chiles had compiled. But Republican Connie Mack, with a dismal 9 percent grade, attacked him with taunting "Hey, Buddy, you're liberal" television ads.

Mississippi—The battle was to succeed Democrat John C. Stennis, who is retiring after more than 40 years in the Senate. Stennis had a career 33 percent COPE record. A victory for populist Democrat Wayne Dowdy would have been a big plus. But the winner was Republican Trent Lott, whose House record is only 15 percent right.

Montana—National Republican and right-wing groups again targeted Democrat John Melcher as a vulnerable liberal in a conservative state. On his try for a third term, they succeeded. The winner is Conrad Burns, a farm news broadcaster.

Nebraska—Republican David A. Karnes had a skimpy 17 percent COPE record since he was appointed to the Senate after the death of Democrat Edward Zorinsky in early 1987. He was defeated by Democrat Robert Kerrey, the very popular former governor. Kerrey lost a leg and won a congressional Medal of Honor in Vietnam, returning to become a critic of the war.

Nevada—The word was that Republican Chic Hecht was in trouble in his second term bid, and the reports were correct. Hecht, who had a dismal 7 percent COPE score, was beaten by Democratic Gov. Richard H. Bryan.

Virginia—Republican Sen. Paul S. Trible Jr., with a 17 percent voting record, decided not to seek a second term rather than face the popular Democratic former Gov. Charles S. Robb. Robb easily beat the GOP's desperation candidate, Maurice A. Dawkins, a virtually unknown retired black minister.

Vermont—The retirement of Sen. Robert T. Stafford paved the way for a passing of the torch to another moderate Republican, James M. Jeffords. He had a harder time beating a GOP right-winger in the Republican primary than in defeating Democrat Bill Gray in the general election.

Washington—Republicans kept the seat left open by the retirement of Sen. Daniel J. Evans in a hard-fought contest in a state that Dukakis carried. Republican Slade Gorton, a former senator who lost his seat two years ago, edged out Democrat Mike Lowry, who gave up his House seat to make the race.

Wisconsin—Democrat Herbert Kohl, who maintained that he's "too rich to be bought" and that wealthy people don't pay enough taxes, will succeed fellow Democrat William Proxmire. Kohl, who owns the Milwaukee Bucks basketball team, defeated Republican Susan Engeleiter.

In Wyoming, where the re-election of conservative Republican Malcolm Wallop was assumed to be safe, Democrat John Vinich came within a hairsbreadth of a stunning upset—in a state that Bush won with 61 percent of the vote.

Senators elected

Arizona—Dennis DeConcini (D)*
California—Pete Wilson (R)*
Connecticut—Joseph Lieberman (D)†
Delaware—William Roth Jr. (R)*
Florida—Undecided
Hawaii—Spark Matsunaga (D)*
Indiana—Richard G. Lugar (R)*
Maine—George J. Mitchell (D)*
Maryland—Paul S. Sarbanes (D)*
Massachusetts—Edward Kennedy (D)*
Michigan—Donald Riegle Jr. (D)*
Minnesota—Dave Durenberger (R)*
Mississippi—Trent Lott (R)†
Missouri—John C. Danforth (R)*
Montana—Conrad Burns (R)†
Nebraska—Robert Kerrey (D)†
Nevada—Richard H. Bryan (D)†
New Jersey—Frank Lautenberg (D)*
New Mexico—Jeff Bingaman (D)*
New York—Daniel P.Moynihan (D)*
North Dakota—Quentin Burdick (D)*
Ohio—Howard Metzenbaum (D)*
Pennsylvania—John Heinz (R)*
Rhode Island—John Chafee (R)*
Tennessee—Jim Sasser (D)*
Texas—Lloyd Bentsen (D)*
Utah—Orrin G. Hatch (R)*
Vermont—James M. Jeffords (R)
Virginia—Charles S. Robb (D)†
Washington—Slade Gorton (R)
West Virginia—Robert C. Byrd (D)*
Wisconsin—Herbert Kohl (D)
Wyoming—Malcolm Wallop (R)*

* incumbent † party change

Andrei Sakharov honored for human rights crusade

By David L. Perlman

Andrei Sakharov, the Soviet scientist honored by the AFL-CIO as "one of the towering moral figures of our century," accepted the George Meany Human Rights Award in a simple and moving ceremony at the federation's headquarters.

The award, presented by AFL-CIO President Lane Kirkland, had been voted by the Executive Council on May 21, 1986, Sakharov's 65th birthday. At the time, Sakharov was confined to a harsh "internal exile"—an isolation imposed by his country's rulers.

"I am grateful," Sakharov said, speaking not just of the award but of the years of public support for his cause from "the trade union movement of America."

He spoke of the "great changes" taking place in his country, and of the need to continue the process. Sakharov stressed that the liberalization of Soviet society is still far from complete. He spoke of dissidents still in prison, such as Vazif Meilanov and Mikhail Kukobaka, and of others released from prison who had not yet had their full rights restored.

Neither the United States nor groups such as the AFL-CIO that have pressed the cause of human rights should relax their efforts and prodding, Sakharov urged.

Sakharov spoke hopefully of the independent worker movements that have started to spring up in the Soviet Union.

The next likely step, he said, will be efforts to achieve "consolidation" of the worker groups. "Everyone in the USSR expects that they can count on the support of the free trade unions" of the West, Sakharov added.

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Andrei Sakharov with Lane Kirkland and Tom Donahue.

AFL-CIO news

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UNION YES

Bad news held until after vote

The Reagan Administration ordered government agencies to hold back controversial actions until after the presidential election. There were no embarrassing memos. But it wasn't just coincidence that a lot of bad-news decisions were announced or came to light after the votes were counted.

Its clear intent, not denied by top officials, was to help elect George Bush.

That's why a sweeping order for testing of 4 million transportation workers was held up. It could have backfired at the polls.

It's why notices to 80,000 family farmers that they could face mortgage foreclosures weren't sent out until after Election Day. Farmers vote also.

It's certainly why the decision to allow industrial homework in sweatshop industries was delayed. And it's why a plan to stack the social security appeals process against the elderly, poor and disabled was kept under tight wraps. There may still be other "surprises" in the offing.

The political goal is to shield Bush as long as possible from direct criticism. And if the heat got too intense, he could presumably gain credit for relaxing the harshness of a new regulation.

Presidential spokesman Marlin Fitzwater doesn't think the timing of the controversial government actions amounted to a "conspiracy." But he acknowledged that politics was a factor. "I don't doubt that it happened," he told a reporter.

Import surge fuels deficit

'88 shortfall tops $103 billion in third quarter

By Candice Johnson

The nation's 1988 foreign trade deficit topped $103 billion at the end of the third quarter, the Commerce Dept. said, as imports climbed to $341 billion and exports totaled $238 billion. The trade gap is running at an annual rate of $137 billion. Imports are up 9 percent over the year-ago period when they hit a record $312 billion.

The slight improvement in the third-quarter picture was helped by increased exports of agricultural commodities. Exports of farm products rose 32 percent over the year-ago period, while imports grew by 12 percent.

In manufactured goods, the third quarter shortfall is just 5 percent below the 1987 record high, despite continuing declines in the value of the U.S. dollar. At an annual rate, the 1988 trade deficit in manufactured goods will hit $143 billion, the largest component of the U.S. deficit. Overall, the trade gap on factory products totaled $108 billion, with exports at $158 billion and imports of $266 billion.

Economists point out that for each $1 billion in the trade deficit, 25,000 U.S. jobs are lost.

The third-quarter report also was helped by a 13-percent drop in the unit price of oil, resulting in a 3-percent decline in the $29.2 billion oil cost shortfall over the year-ago period, even though the volume of U.S. oil imports grew 10 percent.

In September, the trade gap was $10.5 billion, down from the revised August report of $12.3 billion. Exports increased just 2.5 percent to $28.2 billion while imports declined 3 percent to $38.7 billion. Autos and auto parts made up the biggest

Continued on Page 2

Kirkland calls drug testing order unjustifiable and without safeguards

By Arlee C. Green

A new federal regulation requiring more than 4 million transportation workers to submit to random drug testing by their employers is "unjustifiable," AFL-CIO President Lane Kirkland charged. He said the mass program of urine sampling provides neither adequate safeguards against unreliable tests nor requirements for rehabilitation.

Kirkland emphasized that "all Americans share a desire for a drug-free society and members of AFL-CIO unions are particularly concerned about achieving a drug-free workplace." But "these goals should be achieved in a manner that respects the dignity and privacy of working men and women," he insisted.

The federation "stands foursquare behind our affiliates" in the transportation industry—all of whom have protested the Dept. of Transportation rules—and "will assist them in every way possible to prevent this unjustifiable rule from going into effect," Kirkland said.

DOT's regulation will become effective 30 days after it is published in the Federal Register. From that point, employers with more than 50 employees

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Labor Dept. abandons sweatshop curbs

The Labor Dept. lifted its 45-year-old ban on industrial homework in five sweatshop-threatened industries, ignoring a flood of protests from unions, employers and public officials.

Its new regulations will be a boon to chiseling employers in establishments making or assembling gloves and mittens, buttons and buckles, handkerchiefs, embroideries and jewelry.

Unions whose members are directly affected are planning a court challenge, Ladies' Garment Workers President Jay Mazur said. The ILGWU, Clothing & Textile Workers and Service Employees are exploring joint legal action.

Mazur accused the White House of having "cynically waited for American working people to cast their ballots before launching a sneak attack on workers' rights."

Work standards undercut

Except where prohibited by state law, employers will be allowed to shut down workplaces where wage-hour, health and job safety standards can most easily be enforced and farm out work that can be done on kitchen tables or home sewing machines.

For the time being, women's apparel is not included in the deregulation process. But Administration sources indicated that the threat is still real. It's the last industry in which industrial homework is banned, and the Office of Management & Budget had wanted the Labor Dept. to include it in the deregulation list.

The Reagan Administration has sought to end restrictions on industrial homework almost from the day it took office, but court challenges and public protests staved off the threat. Until now, only knitted outwear has been removed from the original list of seven industries where homework was prohibited.

Under the new regulations, which are

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11/19/88

Social security agency again targets disabled

The Social Security Administration wants to make it harder for the elderly and disabled to appeal a denial of social security and Medicare benefits, and the AFL-CIO has urged the incoming Bush Administration to reject any such plan.

As uncovered by the New York Times, the Social Security Administration's Office of Hearings & Appeals drew up rules changes designed to increase the agency's "win record" when its denial of benefits are challenged before administrative law judges or in federal courts. The agency reportedly has been losing more than 50 percent of the appeals.

AFL-CIO Social Security Director Bert Seidman said the maneuver would especially hurt disabled people, who would have the greatest difficulty responding to legalistic demands and meeting rigid deadlines.

He said the proposal the agency is considering is in line with the "cruel policy" imposed by the Reagan Administration soon after it took office, which resulted in denial of benefits to hundreds of thousands of disabled persons.

Congress and the courts put a stop to that, and the agency agreed that it wouldn't dump people off the disability benefit rolls until their appeal of a disqualification order was adjudicated.

Political hot potato

Social security is among the most politically sensitive issues, and disclosure of the agency's intention during the presidential election campaign would have been damaging to the Republican ticket.

A confidential memo from an agency official quoted in the Times story cautioned that the proposed changes "might be viewed by the public as an attempt by the agency to place unnecessary and burdensome barriers on individuals trying to exercise their right to judicial review."

The memo noted that a Supreme Court decision took the view that Congress wanted an informal appeals procedure that would be understandable without the need for a lawyer and accessible to persons who were elderly, poor or disabled.

Besides disability benefits and Medicare claims, the move to make appeals more difficult would also apply to denial of Supplemental Security Income payments for poor people who are elderly, blind or disabled.

The National Council of Senior Citizens expressed outrage at the agency's proposal.

"If the proposed rules are approved," NCSC Executive Director Lawrence T. Smedley said, "there will be little hope that an elderly or disabled person will be able to effectively appeal an adverse decision."

It's another way to cut benefits, he charged.

The Social Security Administration said no final decision has been reached on the proposed regulations, which would also require the approval of Health & Human Services Sec. Otis R. Bowen.

Advice for bosses

If you don't like a law, ignore it. That's the apparent advice employers are getting from Mark A. de Bernardo of the U.S. Chamber of Commerce.

De Bernardo, who is the Chamber's director of labor law, says employers have an alternative to complying with the new law requiring 60 days' advance notice of plant closings.

Employers, he writes in an article on the plant closing legislation, always have "the option of not complying." The penalty of paying workers a severance equal to the layoff notice may be preferable to dealing with unhappy workers, he suggests.

"Closings or mass layoffs sometimes result in heated and vitriolic exchanges." Apart from concern over possible "labor violence," he cautions that there could be an "explosive reaction" from "the media and politicians" that could tarnish a company's reputation.

Whether or not they intend to obey the law, de Bernardo said, employers should "make every reasonable attempt to keep the company's financial and other records out of the hands of the media, unions or plaintiffs' attorneys."

A final word of advice to employers on how they should treat their workers: "Avoid making separation packages so attractive that they dissuade dislocated workers from aggressively seeking re-employment."

Court orders tugboat owners to rehire 1,200 crew members

New York—A federal judge has ordered six tugboat companies to reinstate 1,200 tugboat workers, represented by Longshoremen's Local 333, in their old jobs under the conditions of their previous contract.

Local 333 President Albert Cornette said, "We're overjoyed by the decision. It is a tremendous victory for good union people over unionbusters."

He praised the cooperation and assistance given the local by the city and state central bodies and by ILA President John Bowers, who predicted the ruling will provide the impetus to the employers to resume negotiations.

Cornette said that the judge's order means "all the scabs the employers hired will have to get off the boats and our men can return to their jobs."

He estimated that some 270 pieces of equipment are operated by the six firms, including 30 self-propelled oil tankers, 120 barges and 120 tugboats.

Judge John F. Keenan of U.S. District Court for southern New York, ruling in a case brought by the National Labor Relations Board, required the firms to restore the terms of employment that existed prior to a strike that began last Feb. 16, and to begin bargaining in good faith with the union.

Changes barred

The judge also prohibited management from altering the bargaining unit or the terms of employment.

Local 333, of the ILA's United Marine Division, had filed charges against the towing firms after negotiations failed to produce a new agreement. The previous contract expired on Feb. 15 and the company's final offer was a unionbusting package of demands—a 60 percent rollback in wages and benefits, no vacations, no holidays, elimination of welfare and pension funds, as well as many jobs.

Cornette said about 600 workers were locked out a week before the end of the previous contract, and the rest of the workers voted unanimously to strike on Feb. 16.

The employers hired a unionbusting law firm from Philadelphia, Pepper, Hamilton & Scheetz, to handle their bargaining and brought in a 150-member armed security force to initially escort the union members off the boats and later protect the scabs they hired.

This has been a bitter strike, Cornette said, noting "the suffering that our members and their families went through." Some members, unable to meet their debts, lost their homes and cars, he said.

The union is still waiting for the court to resolve NLRB charges filed against four other firms.

Manufactured goods spur rise in imports

Continued from Page 1

share of imports last month, while U.S. firms exported more industrial supplies and materials, consumer and capital goods.

AFL-CIO economist Mark Anderson pointed out that the dip in the trade deficit over 1987's record level masks the only minor improvement in manufactured goods trade. "It is becoming increasingly clear that export growth alone cannot solve America's trade problem," he said.

"The principal danger facing us in the next few years is the implementation of policies that will attempt to reduce imports by reducing consumption," he warned, noting that those policies would place an especially heavy burden on working families. America's trade goal should be to invest in and improve domestic production, not to lower living standards, he added.

The U.S. third-quarter deficit with Canada widened to $8.6 billion over the 1987 January-September period, but decreased with most other countries. The third-quarter shortfall with Japan was $39 billion compared with $44 billion in the year-ago period.

Ohio strikers cite concern at finding of radiation risk

Fernald, Ohio—Safety and health have become key issues in a strike by 623 uranium processing plant employees against Westinghouse Materials Co. of Ohio that began Oct. 7. Their concern stems from the federal Dept. of Energy's recent admission that it deliberately underfunded pollution-control efforts at the plant, resulting in unnecessary exposure of the workers and the community to radioactive materials.

The workers, represented by 14 unions in the Fernald Atomic Trades & Labor Council, have never been directly told about the hazards they faced daily. The DOE admission came in written testimony submitted in a $300 million suit against NLO Inc., a former manager of the 550-acre facility, filed on behalf of 14,000 Fernald-area residents.

"DOE and its contractors have not only violated the law, the environment and the workplace, they have lied to us about our exposures and the risks of those exposures," declared David Day, president of the atomic trades council.

DOE took responsibility for conditions at the plant, apparently in hope of absolving the contractor from liability. It cited a recent Supreme Court case granting military and other government contractors broad immunity against liability for deaths or injuries caused by poorly designed equipment.

DOE an accomplice

NLO operated the uranium production plant from 1951 to 1985, when the government contracted with Westinghouse Materials. The plant, known as the Feed Materials Production Center, was poorly run by NLO, but the Energy Dept. said it knew of the pollution problems but did not correct them.

DOE admitted nearly 300,000 pounds of uranium have been discharged into the air since 1951, and some 900,000 cubic yards of radioactive, hazardous and toxic wastes, including 12.7 million pounds of uranium and 176,000 pounds of thorium, have been disposed of in pits at the site. The waste pits have polluted a major aquifer that provides water to households in the Dayton to Cincinnati corridor, according to the state.

Beginning about 1983, NLO came under increasing fire from the unions, community and the state of Ohio over plant operations and the effect on the workers and community. The workers discovered in 1985 that plutonium, which is more toxic than uranium, was contained in nuclear waste being returned to the plant.

The DOE promised that Westinghouse would run a tight ship. But noting the way the plant has been operated, Day said, "Right now, there doesn't seem to be any difference" between NLO and Westinghouse.

Shutdown sought

Ohio Gov. Richard F. Celeste (D) in mid-October asked President Reagan to shut down production at the facility until DOE begins a substantial cleanup effort at the plant, conducts an independent health evaluation on the workers and area residents, expedites studies of the "overall impact of 37 years of environmental mismanagement and neglect," and sets up an independent panel of experts to review current operating procedures. He urged that the striking workers be used to clean up the facility, since they have the most experience there.

A White House spokesman said the federal government has already begun a 10-year, $500-million plan to clean up the site, but Celeste said the state has not received any details or information on such a plan.

Day noted that much of the work done at the plant over the past two years has been recovery and clean-up operations, stabilizing the stored materials.

The workers' contract expired on Oct. 1, but was extended day by day. On Oct. 5, the company's last offer before the strike was voted down overwhelmingly because the workers objected to an offer to buy out some 300 grievances for $150 each. "The grievances aren't for sale," said Day, noting that many concerned safety and health issues, including some relating to worker testing for exposure to plutonium.

Despite the hazards and possible long-term effects of uranium exposure, Westinghouse wants to cut the workers' health benefits, combine job classifications and alter work rules—actions that unions said would further reduce safety at the plant.

Further, the company wants to expand the use of subcontractors to cover production and maintenance work now done by union members. The proposal for a three-year contract contained no wage increases, only bonuses totaling $1,600, Day said.

Accord reached on Bridgeport fatalities

Bridgeport, Conn.—A $41-million mediated settlement has been reached covering all claims made by the families of 28 union workers who were killed in the April 1987 collapse of a 13-story apartment building.

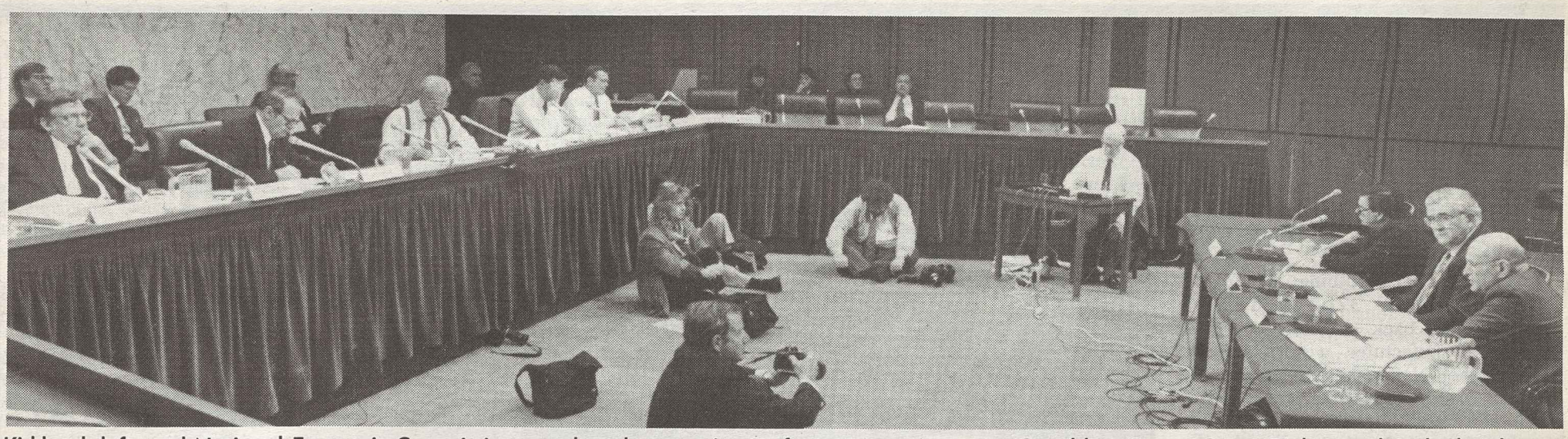
Federal Judge Robert Zampano and Judge Frank Meadow of the Connecticut Superior Court drew up the settlement after mediating the claims through informal conferences with nearly 100 lawyers representing the victims' families, injured workers, and 40 contractors.

Resolution of the claims by mediation forestalled years of expected litigation, and the entire process had been watched closely by the legal community.

Under the agreement, widows of the men who died will receive income from annuities and children will get weekly payments and have tuition if they decide to go to college. The total award amounts vary, based on the ages and needs of the victims' survivors, from several hundred thousand dollars to several million dollars.

The building, L'Ambiance Plaza, was being built by a method in which concrete floors were poured in layers at ground level and raised into position by hydraulic jacks. Failure of a main component of the hydraulic lifting system was blamed for the building's collapse.

The judges are scheduled to meet with officials of the Occupational Safety & Health Administration to resolve the $5.1 million penalty the agency assessed against five contractors accused of violating federal safety regulations.



Kirkland, left, and National Economic Commission members hear testimony from union witnesses—Gerald McEntee, Owen Bieber and Jack Sheinkman.

Union panel asks safeguards from budget axe

Cites need for public investment, social security commitment to nation's elderly

A panel of union presidents told the National Economic Commission that the nation's towering trade and budget deficits must be addressed but not at the expense of other urgent concerns—including public investment and economic security for elderly citizens.

AFL-CIO Vice Presidents Gerald McEntee, Owen Bieber and Jack Sheinkman testifed before the bipartisan commission established by Congress to recommend a fair deficit-reduction plan to the neext President. Co-chairmen are Democrat Robert Strauss and Republican Drew Lewis. AFL-CIO President Lane Kirkland is one of the NEC's 12 members. President-elect George Bush will appoint two additional panel members.

AFSCME President McEntee told the commission that working Americans are deeply concerned about the economy as they grapple with skyrocketing health care costs, excessive mortgage rates and tuition fees, job training costs and other expenses.

These concerns must be addressed, he said. But at the same time, "housing, highways, bridges, roads, rails and airports all need massive investment" and many of these programs have sustained big budget cuts during the Reagan years, he noted. Low-income housing assistance was cut from $28 billion in 1980 to $10 billion last year, while general revenue sharing and urban development grants were eliminated, he pointed out.

A budget policy that treats public investment as a "luxury good" rather than as necessary for economic growth is "a prescription for bankruptcy, not fiscal stability," McEntee insisted.

Human needs

Key to productivity is investment in both public and human capital, he declared, and those needs have been neglected. McEntee said studies by the National Committee for Economic Development have shown a clear link between public investment and economic growth.

Any budget cuts "must come from those who enjoyed the fruits of the tax cuts, the rate cuts, the loopholes and the run-away defense spending that caused the deficit in the first place," McEntee declared. "To ask working Americans to sacrifice still more with higher taxes, cuts in social security and more spending cuts in programs that are vital to our jobs and our families is to consign America to a future as a second-rate nation," he said.

McEntee also warned against several proposed deficit reduction proposals—including a valued-added tax—that would shift the deficit burden to state and local governments.

Bieber, president of the Auto Workers, assailed suggestions that the budget deficit should be repaired with social security and Medicare funds. "Retirees cannot afford any tampering with their benefits," he said, reminding the commission that one of every eight elderly Americans still lives in poverty.

He called on the commission to endorse the existing social security program and the cost-of-living increases now provided as a hedge against inflation. The social security program "is in good shape," building reserves that cannot be used as a "budgetary cookie jar," he insisted. Those funds should not be used to offset budget imbalances "caused by the Reagan Administration's tax cuts for the rich and excessive military spending," he said.

Bieber rejected proposals to curb the COLA provisions, noting that beneficiaries have already endured permanent benefit cuts as a result of a COLA freeze in 1985. "That is not the program of a 'kinder and gentler nation,' " he said. He also objected to proposals to tax benefits, noting that these issues were discussed and reconciled by the bipartisan Commission on Social Security in 1983.

Similarly, Medicare must remain exempt from budget deferrals and cuts, Bieber said. Rather, the NEC should focus on the 37 million Americans who lack any health coverage, he declared.

Deficit-cutting plan

Sheinkman, president of the Clothing & Textile Workers, outlined a deficit-reduction package that could raise $70 billion in revenues by:

- Adding a 38-percent top bracket for income taxes.
- Raising the corporate tax rate to 38 percent.
- Instituting a stock transfer tax and raising the alternative minimum tax.
- Repealing the foreign tax credit and establishing a tax on capital gains at death.

He declared that "any tax increases should be geared to those who have benefited most from the economic policies that produced these deficits. The burden should not be on those who are already struggling to keep their heads above water," he added.

Sheinkman stressed that the trade deficit also must be reduced to bring about long-term growth.

Four UFCW locals sue for damages in takeover raid

Camden, N.J.—Four Food & Commercial Workers locals have filed a class action suit against the Haft family and their Dart Group Corp. on behalf of workers who will lose their jobs as a result of the Hafts' hostile takeover bid for the Stop & Shop chain. The lawsuit was filed in superior court.

Stop & Shop owns Bradlees Dept. Stores, which employ more than 6,000 members of UFCW Locals 400, 56, 27 and 1357.

To pay off the debt it incurred in resisting the Haft raid, Stop & Shop is selling the Bradlees 54-store chain. The stores will close by the end of the year, leaving union members jobless.

UFCW Local 400 President Tom McNutt said "it is time the wheelers and dealers were held accountable," charging that Haft never intended to take over the Stop & Shop chain but merely wanted to realize a quick profit.

McNutt pointed out the family scored big profits in failed raids at a series of supermarkets, drug stores and department store chains. Because the Hafts never intended to operate the Stop & Shop chain, they are liable under common law for the injuries workers suffer from the loss of their jobs, the suit maintains.

McNutt said the local unions are seeking damages to workers for lost wages, compensation to their unions for lost dues and an escrow account to help workers with job placement, training and health benefits.

The next issue of the AFL-CIO News will be published Dec. 3. In observance of the Thanksgiving holiday, there will be no issue dated Nov. 26.

Republican hopes dashed in states

Bush ticket had no coattails in legislature elections

When it comes to political coattails, George Bush's didn't stretch. In elections to state legislatures, as well as to Congress, voters returned Democratic majorities in most of the states Bush carried in the presidential election.

The historic pattern has been for the party winning the presidency to gain seats in the state legislatures, as the Republicans did in 1980 and to a lesser degree in 1984. Democratic strength in the states slipped in the years when Ronald Reagan was on the ballot, gained in the midterm elections.

But not this year. When the gains and losses were weighed, Democrats came out a small notch ahead. They ended up with a net gain of one legislative chamber in addition to overturning the Republican majority in Nebraska's nominally nonpartisan one-house legislature.

Redistricting at stake

With an eye to the congressional redistricting after the 1990 census, the national organizations of both parties had pumped more money than ever before into legislative contests, targeting states that are expected to gain or lose seats. It is the legislatures, subject to gubernatorial vetoes and court oversight, that will redraw congressional districts.

In some hotly contested California state senate contests, candidates spent more than $1 million on their campaigns. Yet the pre-election party division of 24 Democrats, 15 Republicans was unchanged.

Democratic victories in the legislatures do not necessarily translate into a brighter outlook for labor's program, especially in the South. But in most two-party states, they tend to point in that direction although Republicans have earned COPE endorsement by their voting records.

Six states did not have legislative elections this year—Alabama, Louisiana, Maryland, Mississippi, New Jersey and Kentucky. Of those that did, these are the states where there were significant shifts in the party lineup in legislatures:

Indiana—Going into the election, Republicans held the governorship, a 30-20 majority in the Senate and 52-48 control of the House. The election brought in Democratic Gov. Evan Bayh, reduced the GOP's Senate majority to 26-24 and achieved a 50-50 split in the House. The election of the House speaker, expected at a Nov. 22 organization meeting, will determine who gets the chairmanship of key committees.

The Indiana AFL-CIO sees hope for passage of a public employee bargaining law and improvements in workers' compensation—and is optimistic about the votes to block anti-labor laws.

Maine—Once rock-ribbed Republican, Maine now has strengthened Democratic majorities in the legislature, 21-14 in the Senate and 96-55 in the House, a 10-seat gain.

Montana—The Senate slipped from a 25-25 tie in the Senate, with Democratic organizational control to a 27-23 Republican majority. But the House moved from a 51-49 Republican majority to Democratic control, 52-48. That could be important with an incoming Republican governor.

Nebraska—The state's one-house legislature is officially nonpartisan. But unofficially, the pre-election lineup was 25 Republicans, 23 Democrats and one independent. The new legislature will have 26 Democrats, 22 Republicans and an independent. With a holdover Republican governor, the State AFL-CIO sees the possibility of some legislative gains to benefit workers and a better chance of stopping union-bashing laws.

New Mexico—The Senate had been tied 21-21 with Republican organizational control. It shifted to a 26-16 Democratic majority, and Democrats maintained firm control in the House.

As the New Mexico AFL-CIO sees it, that's bad news for the "right to work" advocates and good news for labor's campaign for a public employee bargaining law.

Vermont—Republicans gains narrowed the Democratic majority in the Senate and tilted the House to a 76-74 Republican majority, while the Democratic governor was re-elected.

SeaFirst campaign gets solidarity dividend

Seattle—Forty-three Food & Commercial Workers local unions in California have closed their accounts at Bank of America financial institutions to protest the anti-union tactics of Bank-America Corp., the parent company of Seattle First National Bank.

Workers at SeaFirst who had formed an independent union, voted nearly 11 years ago to affiliate with the UFCW, but the bank has refused to negotiate and has been fighting the union ever since.

Union advertisements publicizing the fund withdrawal were published in local newspapers and the West Coast edition of the Wall Street Journal, "as a demonstration of support for the SeaFirst workers," the union said.

And a leafletting blitz at 178 Bank of America branches in California paid off when bank workers contacted the UFCW about joining the union.

"Bank of America employees were encouraged" by the UFCW's commitment to for the SeaFirst workers, the union said.

The next step is a major campaign to convince California's 2 million union members to also close accounts at Bank of America, "unless Bank-America Corp. adopts a more responsible policy toward its employees' democratic rights to belong to a union," the UFCW said.

Avtex workers get reprieve from plant shutdown

Front Royal, Va.—The 1,300 workers who received just three days' notice that import-battered Avtex Fibers Inc. was shutting down are back at their jobs—at least for a little while longer.

Members of Clothing & Textile Workers Locals 371-T and 1757 were called back to work after the rayon manufacturer won a bailout from the National Aeronautics & Space Administration. Avtex is the nation's only supplier of a key fiber material used in the space shuttle. The company also produces rayon for clothing and auto parts—including fan belts and radiator hoses.

While some of the workers disregarded management's promise of a "long and successful future" and found new jobs, most returned to work at Avtex, the largest employer in the area.

ACTWU President Jack Sheinkman expressed concern that the company might be "throwing someone a life preserver and then all of a sudden when people get close to shore, pulling it out from under them."

Under the NASA bailout, Avtex received an $18-million advance payment for supplying the space agency with the fiber for its rocket nozzles over the next seven months. The advance also gives NASA complete manufacturing and proprietary rights over the material, and after the seven-month period, the agency may replace Avtex with another manufacturer. But as part of the agreement, Avtex must come up with an additional $20 million in aerospace contracts.

Business agent James Brinklow of ACTWU Local 371-T said the company cannot compete with German-owned BASF Corp. and a British firm that buy raw materials at a cheaper rate from South Africa, then cut the price of their goods sold in the United States.

"The difference in our costs for pulp and our competitors is $9 million a year," Brinklow said.

BASF is on the AFL-CIO boycott list for locking out 370 Oil, Chemical & Atomic Workers at its Geismar, La., plant nearly five years ago.

ACTWU Vice President Bruce Dunton called the Avtex plant vital to the community, the state, the aerospace industry and the entire textile industry. As union members return to work, they will be earning the "weekly paychecks and benefits that they need to support their families and the community."

Contributing to the firm's shaky financial footing was a leveraged buyout scheme by some Avtex officials in 1976 that required the company's assets to be used as collateral for loans and high interest rates in financing the takover. That left little money for investment in plant equipment, safety measures and environmental controls.

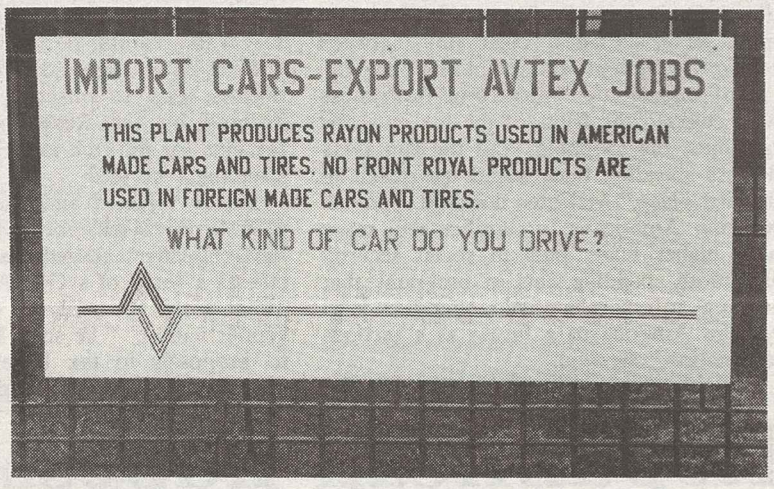
Working conditions at Avtex remain poor. The company was cited for 1,920 violations in 1987 by the Virginia job safety agency. Constant exposure to dangerous chemicals requires the workforce to be "extra careful," Avtex workers said.

And the state attorney's office has filed a $19-million lawsuit against the firm for environmental damages, including charges that Avtex illegally discharged pollutants into the South River.

While Avtex workers accepted wage cuts of more than $1 an hour as well as reduced benefits and vacations three years ago to keep the firm in business, the company did not correct job health and safety hazards.

ACTWU members going back on the job.

Local 371-T's James Brinklow and Dave Ramsey.



Sign of the times.

From anti-union playbook

Campaign tactic a familiar script

By Richard Bensinger

The post-mortems on the 1988 presidential election are in agreement on an important point: the Bush-Quayle campaign hit an all-time low in attack-dog politics and, with those tactics, won decisively.

Tawdry as they were, the techniques that so impressed political observers are all too familiar to workers who want to form a union. They see them everyday, used by an increasing number of employers in union representation elections.

The American public is generally unaware that for the past 15 years, employers have perfected sophisticated ways to deceive and terrorize employees who want a union to improve their wages, benefits and working conditions.

The GOP consultants' 1988 game plan resembles the playbook used by anti-union forces in the workplace:

Assemble an experienced team—For American companies, large, medium and small, the accepted method is to bring in hired guns, euphemistically called "consultants," to handle the dirty work.

Drive up the opposition's negatives—Concoct a frightening image of what unionization would mean. Truth is the first casualty. In one campaign, the consultants made a Clothing & Textile Workers organizer the focus of the attack. They painted the woman organizer as a gun-toting gangster who would bring violence and corruption to the workplace. She was, in fact, a nun.

Capitalize on people's fears—Last month in a Steelworkers campaign in Lumber City, Ga., workers arriving at their plant on election morning were greeted by a driveway lined with massive tombstones, engraved with the names of USWA plants that closed—a striking visual (without sound bite) and a decidedly unsubtle message of what would happen if they voted Union Yes.

Dr. Gentle and Mr. Snide—Like the Bush campaign, anti-union drives also feature the "good guy-bad guy" component. Bush pulled it off by promising "a kinder, gentler" nation out of one side of his mouth, and snarling "read my lips" out of the other. Management's "good guy" ploy includes phony open-door policies and promises to do better; the "bad guy" side is, "If you vote against us, you're history." One of every 20 union activists is fired during an organizing campaign and although it's illegal, it may take years for a worker to get his or her job back.

At a Colorado Springs sewing factory a few years back, the employer took this tactic a dramatic step further. He called a mass meeting of all employees, brought five union activists up front and read them their rights under the National Labor Relations Act, including the right to hold on to their jobs even if they favored a union. Then he handed all five their pink slips.

Avoid open discussion of the issues—Bush got his way in limiting the number of formal debates. The pro-union employees face a much bigger obstacle: no debates at all, ever. There is no equal access or equal time as the company conducts captive audience meetings, hour upon hour, day in and day out. The union activist can only dream of a debate, a fair and free exchange face to face.

So how do union campaigns ever succeed?

We try to get out front. After years of facing similar campaigns, we know what's coming and are better able to pre-empt management's campaign by letting workers know what's in store.

And a union campaign must never sit on a lead. We don't petition for an election unless we have a strong majority who have signed union cards, so shoring up our base is the whole campaign. Of course we occasionally have to answer a new charge, but our mission is to pre-empt, not counterpunch.

We don't always win, but we know how to fight in an arena where the opponent views truth and fair play as irrelevant.

Turkey trot

As union members and their families get ready to enjoy the holidays, they are being reminded of labor's four-year-old boycott against Marvel Poultry Co., now known as Rocco Enterprises.

The AFL-CIO Union Label & Service Trades Dept. is urging union families not to buy turkeys and turkey parts bearing the P-18 stamp by the U.S. Agriculture Dept. Brands include Marval and Shady Brook Farms.

Late vote counts shift final tallies

The new Senate will have 55 Democrats and 45 Republicans, a gain of one for the Democrats. A Florida contest that was undecided when the last issue of the AFL-CIO News went to press tilted to the GOP.

The winner is Connie Mack, a three-term congressman who by COPE's scorecard voted in accord with labor's position on only eight of 77 key votes. He narrowly defeated Democrat Buddy MacKay for the seat of retiring Democrat Lawton Chiles.

Two House seats credited to Democrats in early returns went Republican when absentee ballots were tallied. In Florida's 4th district, incumbent Democrat Bill Chappell, with a 39 percent COPE score, was upset by Republican Craig T. James. And in Oregon's 5th District, the GOP's Denny Smith staved off an upset by Democrat Mike Kopetski.

Assuming no further changes on recounts, the Democrats will have gained three House seats despite George Bush's presidential victory, for a 260-175 majority.

Job injuries, illness higher despite short count

The federal government's report that more than 6 million workers suffered on-the-job injuries and illnesses in 1987—an increase of 400,000 from a year earlier—reveals only part of the problem with the Occupational Safety & Health Administration's lacking enforcement of workplace safety standards, the AFL-CIO charged.

The Bureau of Labor Statistics said the increase could be attributed partly to better record-keeping by employers.

But Margaret Seminario, the federation's associate director for job safety, said workers' compensation data from several states showed even sharper increases in injuries. These findings spotlight the continued underreporting by employers, she emphasized.

The federation expressed concern about the underreporting and urged President-elect Bush to act quickly and seriously to strengthen OSHA and "thereby stop this terrible toll of workplace injuries and illnesses."

Seminario stressed that in high hazard industries like construction, agriculture and logging, OSHA has not taken any steps to prevent employers from underreporting jobsite injuries. Moreover, she noted, most long-term occupational illnesses aren't recorded by or reported to the government.

While the rise in injury cases grew by 6.3 percent—from about 5.48 million in 1986 to 5.84 million in 1987—the number of reported illness cases leaped 39 percent from 136,900 to 190,000 over the period. Nearly seven-tenths of the new cases, BLS said, involved either skin diseases, or repeated trauma—like noise-induced hearing loss and conditions like carpel tunnel syndrome, an injury caused by repeated motion, pressure or vibration that affects the wrist or arm.

BLS said chronic and long-term latent illnesses, often difficult to recognize and tie to the workplace, are included in the illness figures, but are clearly understated.

Lumber and wood products manufacturing continued to be the most hazardous with 18.8 injury and illness cases per 100 workers. Along with the primary metal industries and fabricated metal products, it helped push up the rate for the manufacturing sector to 11.8 cases per 100 workers, up 10.7 percent over the rate in 1986.

The rate of reported injuries and illnesses in the construction industry fell by 4 percent from 15.1 per 100 in 1986 to 14.5 in 1987, but it continued to have the highest rate among major industry divisions, BLS said.

The lost-workday rate, a measure of the severity of workplace injuries, grew in 1987 to 69.9 from 65.8 a year earlier, an increase of 6.2 percent. Nearly half of the injury and illness cases in 1987 were serious enough for the worker to have either time off from work or restricted work activity. BLS noted that the lost-workday rate ranged from 13.8 in finance, real estate and insurance to 142.5 in mining.

BLS said occupational fatalities totaled 3,400 last year, compared to 3,610 in 1986. BLS's survey, which covers only establishments with 11 or more employees, excludes the self-employed, private households and farmers with 10 or less workers. The BLS fatality statistic is often criticized as a lowball estimate. Other federal agencies report upwards of 10,000 or more work-related deaths annually.

Court blasts Schwab chain union-busting

Backs workers rights on handbills, pickets

Chicago—The Schwab Foods Inc. grocery chain cannot interfere with workers' rights to picket and distribute handbills or promote a "company union" during a union organizing drive, the 7th Circuit U.S. Court of Appeals ruled.

The unanimous decision, which upheld a National Labor Relations Board finding, came 14 years after Schwab workers in Mooresville, Ind., first tried to join the Retail Clerks. An earlier organizing drive by the Meat Cutters in Martinsville, Ind., had resulted in the NLRB ordering Schwab to bargain with the union after it ruled that several unfair labor practices had been committed.

Retail Clerks and Meatcutters merged in 1979, forming the Food & Commercial Workers.

Order defied

Although the company was ordered by the NLRB to bargain with the Retail Clerks, it instead created a "store representative-management conference committee" which released a newsletter with articles criticizing the union.

In August 1977, negotiations began between the Retail Clerks local and Schwab, but a contract was never reached. Instead, union members struck the store in December 1977 and picketed three other stores in Indiana. Negotiations continued throughout the strike which ended in June 1978.

In its ruling nine years later, the NLRB found that Schwab had violated federal labor law by threatening to arrest the pickets, engaging in bad-faith bargaining and and assisting the company union committee.

Schwab appealed the decision, but the court flatly rejected the company's claim that the NLRB failed to accommodate its private property rights as well as the right of workers to picket.

Competing interests

"Clearly, the board is able to weigh the employees' and employers' competing interests in reaching an accommodation of both," the court found.

On the issue of bad-faith bargaining, the court upheld the NLRB's finding that the company had "demonstrated an intent to avoid any agreement with the union." Another factor was the "company's dealings with the committee as if it were the authorized representative of its employees," the court added. Schwab had refused a union request for dues checkoff while agreeing to the committee's request for a checkoff provision for contributions to a nonunion credit union, the court decision pointed out.

In disputing the NLRB's remedy—the company had been ordered to bargain with the union, end recognition of its committee and post a notice of workers' rights at the store—Schwab argued that high turnover of workers and the UFCW merger made those provisions unnecessary.

But the appellate court disagreed, noting that Schwab failed to raise any of those objections with the NLRB.

Kirkland presents award to Sakharov at Executive Council ceremony. Seated, from left: Vice President John Sweeney, Irena Kirkland, Sergei Kovalev, Ludmilla Thorne, Sakharov, Sec.-Treas. Donahue, Vice Presidents Albert Shanker, Gerald McEntee, John Joyce. Other council members and union presidents were present.

Sakharov hailed as freedom's voice

At presentation of George Meany human rights award

Continued from Page 1

With Sakharov, and also briefly speaking at the Executive Council ceremony, was an ally in the human rights crusade, Sergei Kovalev, who had served a 10-year term in prison, forced labor and internal exile for refusing to be silent to injustice. Now he had been given last-minute permission to join Sakharov in the U.S.

Speaking for those who have been in prison and those "still in prison," Kovalev said, "we have constantly felt this help" from the AFL-CIO.

Kirkland presented Sakharov with the symbolic sculpture created for the human rights award, as well as a replica of the bust of George Meany that is at the entrance to the federation's archives building and a check for $5,000.

He said the AFL-CIO welcomes all signs of an easing of the burdens of oppression within the Soviet Union. In the struggles ahead, Kirkland assured Sakharov, "you can count on the American trade union movement as a resource" in striving for "a greater degree of freedom and democracy."

As Kirkland noted, 1986 wasn't the first time Sakharov had been prevented from accepting an AFL-CIO invitation—or barred by the Soviet government from leaving the country.

Sakharov wasn't allowed to travel to Norway to accept the Nobel Peace Prize awarded him in 1975 for his defense of universal human rights. And he and other human rights advocates invited to the AFL-CIO's 1977 convention in Los Angeles were denied exit visas.

Convention letter

Sakharov sent the speech he had planned to deliver through "unofficial channels" and the AFL-CIO's first president, George Meany, read it to the convention.

It was, as Kirkland noted at the awards presentation, "a moving expression of the aspirations of the human spirit."

Sakharov then referred to the "irreversible moral victory of the ideology of human rights over the ideology of totalitarianism." Asking the AFL-CIO's help, he stressed that "the only weapon in our struggle is publicity, the open and free word."

Now, as the symbol of a hopeful but still tentative "restructuring" of Soviet society, Sakharov was in the United States to attend an international conference, but also to meet with the nation's leaders, speak freely to American audiences and accept the honors he had earned.

He is not the only person chosen for the George Meany award who has had to wait to receive it. Solidarnosc was chosen for the first award in 1981. But the Polish government has not permitted Lech Walesa to travel to receive the award and has repeatedly denied Kirkland a visa to visit Poland to present it.

In choosing Sakharov for the 1986 award, the AFL-CIO declared that "the voice of this gentle humanitarian cannot be silenced by his tormenters. It can only be silenced by the indifference of those in the West who already enjoy in large measure the rights he has championed."

The free world and its trade union movements were not silent. Nor was Sakharov, then or now.

2-tier wage floor blocked in California

San Francisco—In a major victory for the California AFL-CIO, the state Supreme Court unanimously slapped down a state Industrial Welfare Commission move to rob tipped workers of minimum wage protection.

Last July, the state's minimum pay floor was raised from $3.35 an hour to $4.25. But the IWC set a $3.50 subminimum for workers who average as little as $60 a month in tips.

The court ruled that the action violated a 1975 statute declaring tips to be the "sole property" of workers and barring employers from counting these gratuities against wages due. That law was upheld by the court eight years ago.

In addition to striking down the subminimum, the court ordered payment of the $4.25 minimum to all affected workers, retroactive to July 1. This will produce a $270 million payout for the affected members of the Hotel Employees & Restaurant Employees alone.

State AFL-CIO Executive Sec.-Treas. John F. Henning hailed the decision as "a tremendous victory, both for organized labor and for hundreds of thousands of low-income workers who depend upon tips."

Administrative end run

The court accused the commission of attempting to do "the very thing the legislature has prohibited—allow an employer to pay a tipped worker a wage lower than he would be obliged to pay if the employee did not receive tips."

In a concurring opinion, two members of the court sharply criticized the IWC for trying to end run a 1980 ruling in a similar case.

"Our tripartite system of government requires the executive branch to be bound by by judicial decisions," the justices said. "We should not permit an unauthorized administrative decision to reopen a question we already have decided."

The IWC—founded 75 years ago as an advocate for low-paid workers—used taxpayers' funds to engage two union-busting law firms to argue its case, after Atty. Gen. John Van de Kamp refused to represent the commission on the ground that the subminimum wage was "indefensible."

Dominated by appointees of Republican Gov. George Deukmejian, the commission has been waging an assault on California's eight-hour-day protections, stripping these safeguards from workers in a succession of industries and allowing as many as six consecutive 12-hour days without overtime pay.

ALPA President Henry Duffy details objections to DOT drug testing plan.

Kirkland calls drug test plan unjustifiable and unreliable

Continued from Page 1

will have one year to implement the testing program. Smaller employers will have two years to start up programs.

DOT's rule requires testing only for drugs, such as marijuana, cocaine, opiates, amphetamines and phencyclidine (PCP), but not for alcohol. Further it requires that workers who test positive for drugs be immediately removed from their jobs. Those workers cannot return until they have completed a rehabilitation program and have been cleared by a medical officer. If a worker tests positive, a second test will be conducted, DOT said.

The drug testing regulation will subject workers to five types of testing: pre-employment; probable cause; as part of a government-required physical examination; after a serious accident, and on a random, unannounced basis.

The regulation sped through the DOT rule-making process, noted Teamsters Safety Director R.V. Durham, who said that if this were a pro-worker safety rule, the Office of Management & Budget alone would have sat on it for longer than the two months it took to finalize this rule. He blasted the DOT regulation as "unfair, unreasonable and unworkable."

"This rule is based on hysteria, not on facts," he said, stressing that the union's experience with drug testing shows that less than 1 percent of the drivers have tested positive for drugs. The DOT estimated 3 million truck drivers will be subject to the rules.

Several unions are considering court challenges on the ground that random drug testing is an unconstitutional invasion of privacy. DOT estimated that the rule would cover some 250,000 railroad employees, 110,000 mass transit workers and more than 500,000 airline personnel, plus merchant marine and pipeline maintenance workers.

Shotgun strategy

Air Line Pilots President Henry Duffy said random testing is a "counter-productive, shotgun strategy that is at the same time an unwarranted invasion of privacy and of no significant value in the battle against drug abuse." He stressed the unreliability of the preliminary drug tests, noting that "Vicks Cough Syrup can show up as heroin in the system, Advil can show up as marijuana and Nyquil can show up as amphetamines."

Duffy declared that the Administration is "embracing a program in which any benefit is far outweighed by the costs in both financial and human terms." DOT estimated drug testing would cost employers $2 billion over the next 10 years, but some industry groups called that a "low-ball" figure.

Flight Attendants President Susan Bianchi-Sands said AFA will challenge the rule in court as unconstitutional. "It is hypocritical for the DOT to require drug testing to ensure flight attendant alertness, but not set limits on flight and duty time for flight attendants who can work 24 hours or more in a row, which we believe creates dangerous fatigue."

The Railway Labor Executives Association, which represents 16 railroad unions, said it will consider a court challenge based on constitutional rights and a lack of adequate safeguards to guarantee the accuracy of the drug tests.

Baltimore classes to help workers gain job literacy

Baltimore—The Baltimore AFL-CIO will offer basic adult education classes and services to help workers upgrade their skills under a grant from the Dept. of Education.

The workplace literacy project—funded by a $300,000-award—will provide instruction at union halls and job sites for up to 500 workers. All classes will be free of charge and the program will run through December 1989. The Baltimore federation was one of 34 recipients of workplace literacy grants.

Working with the state Dept. of Education, the city central body will offer adult education classes and programs to help dislocated workers and their families.

Courses will include basic literacy for workers functioning below high school ability level, English for speakers of other languages—with a workplace emphasis, GED preparation to help workers obtain their high school degrees, and communication and problem-solving skills to promote and enhance productivity, the Baltimore AFL-CIO said.

Many workers are locked into entry level jobs with little chance for career advancement without additional education, Baltimore AFL-CIO President Ernest Greco said. Another concern is "the need to upgrade basic education skills for all workers in order to meet the challenges of a changing workplace due to new technologies," Greco noted.

Advisory panel says 'yes' to vital role of unions

Collective bargaining key to U.S. growth

A blue-ribbon presidential advisory panel said Americans need to be better educated about both the role of unions and their place in a democracy and the changing economy.

The President's Advisory Committee on Mediation & Conciliation reviewed the status of labor-management relations in its report, "America Works." It concluded that collective bargaining should remain "a fundamental part of the competitive future of the United States."

But for that to occur, workers must become more aware of "the economics of industry and the marketplace," while management must understand and live up to their responsibilities under American labor relations.

Over a two-year period, the panel interviewed 73 witnesses from labor, government and management who discussed the future of collective bargaining and labor-management cooperation as well as the role of government in labor relations. Hearings were held in Washington, Los Angeles, Chicago and Nashville, Tenn.

The committee expressed some optimism that "management and labor have begun to recognize the opportunity for long-range survival" in a competitive global market by turning to employee involvement in decision-making, shared profits, improving productivity and greater cooperation.

"The dilemma of achieving competitive labor costs while preserving the nation's living standard has stimulated a need for creative solutions to the problems of partnership," the report said.

However, labor witnesses cited management's use of anti-union consultants, its obstruction of organizing activities and "merger mania" that has shut down plants, devastating thousands of workers and communities in order to make short-term profits for a few large stockholders. Unions also scored the Reagan Administration's anti-labor bias which has filtered throughout the private sector and given business a green light for union-busting.

The committee recommended that the government and private sector examine the long-term effect of mergers and acquisitions on workers, and that workers be given fair notice and assistance in plant closings and work slowdowns. Aid could include retraining programs, job search assistance and severance payments.

Labor representatives also discussed workplace issues like health care coverage, noting that millions of workers have little or no coverage, child care and parental leave, and job security.

The committee pointed to mediation and arbitration as valuable ways for labor and management to reach agreement, noting that both sides agreed that more recruitment was needed to maintain a pool of qualified, experienced personnel.

Arbitration red tape

Labor witnesses pointed out that the arbitration process had become much more dependent on "the use of transcripts, briefs and lawyers" which tended to drag out problems and cases.

In other recommendations the committee:

- Called on the Federal Mediation & Conciliation Service to take action to improve the timeliness of arbitration awards.
- Urged that the duties of the FMCS be expanded to include assistance to unions and management in problem-solving.
- Urged that labor, management and government work together to promote and preserve the collective bargaining system.

Committee members included Presidents Owen Bieber, Auto Workers; John T. Joyce, Bricklayers; John J. Sweeney, Service Employees; William H. Wynn, Food & Commercial Workers, Fred A. Hardin of the unaffiliated United Transportation Union, and five corporate vice presidents. Chairman of the committee was Kay McMurray, director of the FMCS.

Home care shortages linked to poor pay, job conditions

Low wages and difficult working conditions are the chief factors behind the growing shortage of nurses' aides and home health care workers needed to care for elderly and ill Americans, a report by AFSCME and the Older Women's League warned.

The report, "Chronic Care Workers: Crisis Among Paid Caregivers of the Elderly," found that workers employed as health care aides endure inadequate pay and benefits, adverse working conditions, slim chances for promotion and little, if any, job training.

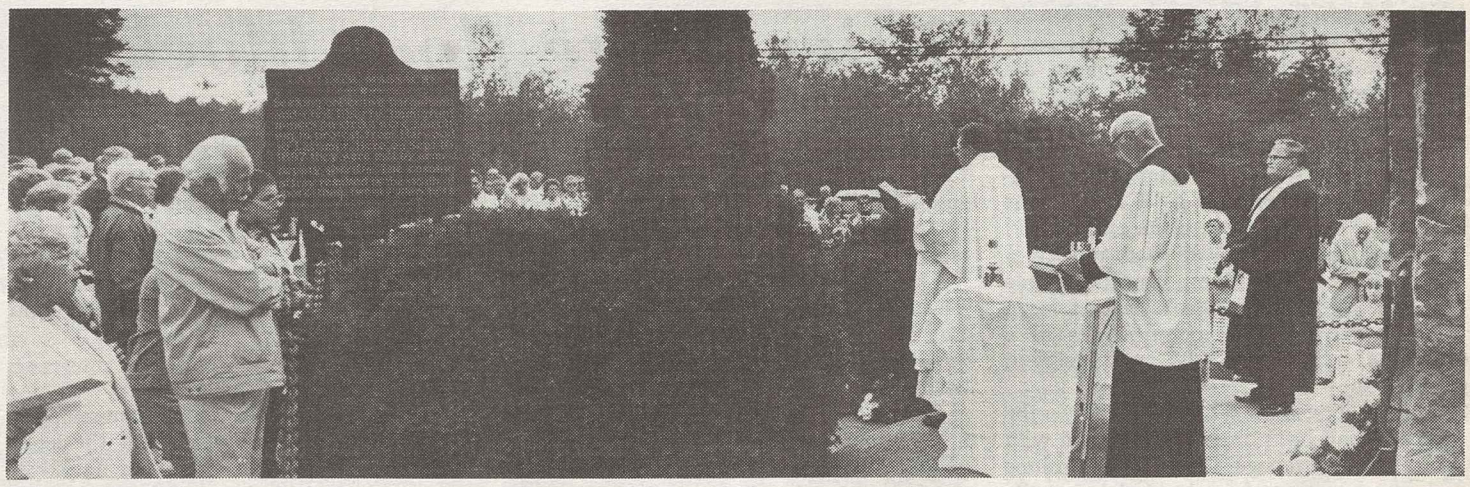
Under such conditions, the quality of care that frail and elderly Americans receive will suffer, leaving the elderly to be cared for by unfamiliar and untrained workers, it stated.

Nearly all of the 1.5 million chronic care workers are women, 70 percent are black, and in most states, are paid at the minimum wage. Just half are covered by employer-sponsored health insurance and very few can participate in company pension plans, the study found.

AFSCME President Gerald W. McEntee called the plight of home health care workers "a national disgrace" and said the solutions to the crisis are obvious: "a higher minimum wage, improvements in Medicare reimbursement, more stringent licensing and training requirements."

OWL President Lou Glasse said the report "documents a sort of double whammy for America's midlife and older women" who find themselves on both sides of the health care equation.

The report is the first step in an 18-month campaign by AFSCME and OWL to spotlight the concerns facing chronic care workers and improve wages, benefits and working conditions. As part of the "Long Term Care '88" coalition, AFSCME also is supporting government financing for universally available long-term care.



Lattimer memorial

Union members in northeastern Pennsylvania gather at the Lattimer Massacre Memorial, where 19 striking miners were killed and at least 30 others wounded on Sept. 10, 1897. The memorial, a 25-ton boulder, was erected by the Lower Luzerne & Carbon Counties AFL-CIO and the Mine Workers in 1972. Each year since then, union members have joined in an outdoor mass and memorial service at "labor's rock of solidarity."

Pay hikes won for 18,000 at 6 food chains

Los Angeles—Six Food & Commercial Workers locals and nine Teamsters locals representing 18,000 meatcutters, drivers and warehouse workers, reached agreement on new contracts with a southern California food retailers' group.

The UFCW master meatcutters contract replaces bonus payments for more experienced workers with an increase in their pay scales. The 21-month accord, which will expire at the same time as the retail clerks contract, covers facilities run by Albertson Inc., Arden-Mayfair Inc., Alpha Beta Co., Boy's Markets, Lucky Stores, Ralphs Grocery Co., Stater Bros. Markets and the Vons Cos.

The UFCW contract expands apprenticeship opportunities, defines meatcutter duties to protect jurisdiction, adds 35 cents an hour to the scale over the contract term, and reduces eligibility for medical and dental coverage to 64 hours a month. In conjunction with this, the stores agreed to guarantee part-time workers 16 hours a week, thereby making them eligible for medical and dental coverage.

Under the accord, the meatcutters locals will merge their pension and health/welfare funds with the UFCW locals representing grocery clerks next July. The action will help boost pension benefits by 40 percent and health and welfare benefits by 25 percent, said UFCW Local 551 President Whitey Ulrich.

The Teamsters agreement, which will raise wages by $1.30 an hour over the contract term, will apply to another 4,000 workers employed by warehouse operators who traditionally accept pattern-setting agreements with the union. A 50-cent wage increase in retroactive to Sept. 12, with two further 40-cent raises due in September 1989 and 1990.

The contract shortens the period it takes new hires to reach the journeyman rate from three years to 18 months and raises the starting rate. The food chains agreed to increase pension fund contributions by 10 cents an hour in January 1989 and 1991, and to maintain the current level of health benefits.

Labor leaders from both sides of the border exchange information and ideas about the maquiladora system in Mexico. AFL-CIO President Lane Kirkland and CTM Gen.-Sec. Fidel Velazquez led the two-day session.

U.S.-Mexico talks press joint gains

Federation leaders address abuses of multinational firms

San Diego—At their second joint union meeting, the AFL-CIO and the Confederation of Mexican Workers (CTM) pressed ahead in efforts to improve wages and working conditions and create jobs in both countries.

Following sessions here and in Tijuana, Mexico, the labor federations issued a joint statement calling on the four industry committees—representing workers in the transportation, electronics, auto and garment sectors—to continue working to resolve common problems and to submit suggestions to the national committee. The two federations also agreed to appoint advisers to assist the industry and border groups.

AFL-CIO President Lane Kirkland said the problem of capital moving throughout the world to find the cheapest costs of production is one that must be universally adressed by labor. "We want to help," he told the Mexican delegation, stressing the Mexican wages must increase if the country is to grow and prosper.

The Mexican delegation was led by CTM Gen.-Sec. Fidel Velazquez, who praised the work of the committees and expressed hope that the joint effort would limit the abuses of multinational corporations operating in Mexico and in other countries.

The AFL-CIO delegation included Federation Sec.-Treas. Thomas R. Donahue, Vice Presidents Owen Bieber, Auto Workers, and Jay Mazur, Ladies' Garment Workers; International Affairs Director Tom Kahn, and Executive Director William Doherty of the American Institute for Free Labor Development.

The industry committees developed their proposals and recommendations at separate sessions held before the joint federation conference.

Information exchange

At a meeting of the apparel-textile-footwear industry committee held in New York, Ladies' Garment Workers President Jay Mazur and Gen.-Sec. Adolfo Gott of the national textile union affiliated with CTM, discussed recommendations that called for:

- An exchange of information between Mexican and U.S. unionists, including wages and working conditions, companies involved and shipping locations.
- Training for organizers and shop stewards in both countries on health and safety issues, corporate research techniques, piecerate and other payment methods and other garment industry concerns, to be funded by the American Institute for Free Labor Development.
- A coordinated organizing program to exert pressure on U.S. retailers, contractors and jobbers while aiding unionization efforts among Mexican workers.

Gott described the "very precarious" living standards of maquila workers, and said improving those conditions was the first goal of Mexican unions. Unionization is far greater in textiles than in garment production, Gott said, noting that his union was pressing for a master legal contract setting wages and working conditions.

Other committee members include Vice Presidents Joan Suarez and Frank Nicholas of the Clothing & Textile Workers.

Meeting in Washington, the joint auto committee discussed the extent to which maquiladora auto and auto-parts production plants are unionized and called for an exchange of information on company activities. The committee is headed by President Owen Bieber, UAW; Gen.-Sec. Hector Uriarte of the National Union of Ford Workers, and Gen.-Sec. Victor Betancourt-Gonazlez of the Union of GM-Ramos Arizpe Workers.

Bieber pointed out the "burden of Mexico's debt crisis has fallen heavily on Mexican workers" who cannot afford to buy the cars they build, while U.S. production is falling. Companies are using "poverty in Mexico and excess capacity in the United States to promote wage restraint and in some cases, work intensification," he warned.

The committee also discussed the shortcomings of a bilateral free trade agreement—like the one negotiated with Canada—that is being considered by Mexico and the United States.

Job safety concerns

In San Diego, the land transport committee recommended that information on collective bargaining agreements, safety and health provisions and regulations concerning border crossing be exchanged and called for site visits by union representatives.

Committee members representing the AFL-CIO include Teamsters Directors Jack Yager, freight; Paul Locigno, governmental affairs, and Archie Murrietta of the western conference.

The electronic and electrical industrial committee, meeting in San Diego, noted that Mexican workers were subjected to toxic substances and agreed to exchange information on chemical contamination, working conditions, company ownership and other materials. The committee is headed by Tom Hickman of the Electrical Workers.

Labor Dept. scuttles homework ban

Continued from Page 1

modeled after the procedure adopted for the knitted outwear industry, employers will have to obtain Labor Dept. certification before being allowed to farm out work to be done in homes.

The department said it will not issue certificates in the five states that ban such homework—California, Connecticut, New York, Pennsylvania and Rhode Island. Another three states, Hawaii, Massachusetts and New Jersey, bar only the farming out of women's apparel.

Legitimate employers share labor's concerns at the prospect of legalizing sweatshop competition. In recent years, unlawful home operations have sprung up in many areas, often using illegal immigrants working at piece rates that bring in less than the minimum wage.

ACTWU President Jack Sheinkman said the Administration is using the "guise of flexibility" for workers to reinstitute a system based on exploitation of women and children. Child labor laws are virtually impossible to enforce in private homes, he noted.

The Service Employees, representing a large group of jewelry workers affected by the deregulation, said the enforcement of the wage-hour law in the knitted outwear industry—which was the model for expanding industrial homework to the other industries—has been "abysmal." While the Labor Dept. said it will allow only "non-hazardous" jewelry work to be done at home, the SEIU questioned the government's ability to enforce that restriction.

No changes

The final regulations, to be phased in starting in January, are virtually unchanged from the proposal the Labor Dept. made last March, despite a preponderance of criticism.

The ILGWU said effective enforcement would require a bigger commitment of staff and resources than the Labor Dept. has ever made or is likely ever to make. ACTWU noted that the industries affected have already "been battered by import competition."

The AFL-CIO urged the Labor Dept. to live up to its "mandate of protecting workers" by withdrawing the proposal.

In announcing the new regulations, Labor Sec. Ann Dore McLaughlin stressed planned enforcement measures to assure that wage-hour laws aren't violated and said the department will issue a workers' rights handbook in six languages.

The AFL-CIO had noted earlier that the proposed enforcement mechanism is "based on the false premise that workers will make formal complaints" about wage-hour violations. That's a doubtful assumption, the federation suggested, because complaints by workers usually result only in an employer getting a "slap on the wrist" for poor record keeping, and the worker sometimes ends up getting fired. The lesson to others is "do not complain."

AFL-CIO news

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Buying power drops for 40% of U.S. families

Forty percent of American families have seen their buying power reduced over the past decade, even with a record number of two-earner families and a dramatic increase in hours worked by women, a study by the Economic Policy Institute found.

The survey, "Family Income Changes in the 1980s: New Pressure on Wives, Husbands and Young Adults," points out that only the striking increase in the number of women working outside the home allowed most families to keep up with inflation over the past 10 years.

The study demonstrates that "American families have been under greater economic pressure in the past decade than in any decade of the post-war period," said EPI President Jeff Faux. "Without new economic policies it is clear that families can no longer count on steadily increasing incomes and the next generation cannot expect to live better than their parents," he said, calling for economic policies to create opportunities to improve the living standards of working families.

Economists Stephen Rose and David Fasenfest—the report's authors—reviewed changes in family income between 1979 and 1986. In response to earlier criticisms of similar studies, they included adjustments for family size—which has been declining—and for changes in the consumer price index. Some conservatives had argued that even though family income had not kept up with inflation, the smaller family size meant Americans were doing better financially than 10 years ago.

Conservative measures

"The measure techniques used in this study are extremely conservative; they give every benefit of the doubt to those who dispute the growing sense that American families are under greater income pressures than at any time since the 1930s," the authors insisted.

The study found that husbands' wages—especially among lower-income families—had fallen in 80 percent of all married couple households by an average of 4 percent. If not for increased labor force participation by wives, 60 percent of married couple families would have been worse off in 1986 than in 1979. Instead, the bottom 60 percent of American families realized a 3 percent income gain.

Had women continued to work at the 1979 rate, the income level for the bottom 40 percent of families would have dropped 5.7 percent and earnings for the bottom 60 percent would have fallen by 1 percent. The family earnings for the bottom 20 percent would have plummeted 11.5 percent.

The number of working wives increased from 55.4 percent to 66.1 percent over the survey period, with average real earnings rising to $15,768 in 1986 from $14,064 in 1979.

Although total personal income for the entire population rose 7.3 percent over the 1979-1986 period, the real income of the bottom 40 percent dropped 2.1 percent while real earnings for the lowest fifth plunged 10.9 percent, the survey found.

The report notes that men aged 25-34 who did not enroll in college earned wages in 1986 that were 17 percent less than in 1979. Those who attended but did not complete college earned 7 percent less, and men who received college degrees earned 5.6 percent more.

But the number of young men obtaining just a high school degree increased over the 1979-1986 period, from 49.6 to 54.2 percent, while the share of men with a college degree fell to 24.8 from 27.1 percent.

While educational attainment among women is increasing, women of all educational levels earn less than their older counterparts, the report said.

Remaining at home

Declining buying power of young workers has forced many young adults to continue to live with their parents instead of forming their own households, the study notes. An additional 4.5 percent of young men and 3.6 percent of young women—1.5 million young adults—were "return-to-nesters" in 1986.

The majority of middle-income families who realized a small gain in real income did so only by working longer hours each year, the study said, noting that this gain came at the expense of increased child care costs, loss of leisure time and the need to purchase services ordinarily provided by family members.

American firms given short shrift by Defense Dept.

The Defense Dept. has violated "Buy American" laws in its procurement arrangements with 19 foreign defense firms, the National Council for Industrial Defense charged.

NCID is a labor-management association that includes the AFL-CIO Metal Trades Dept., various unions, and small defense contractors and subcontractors.

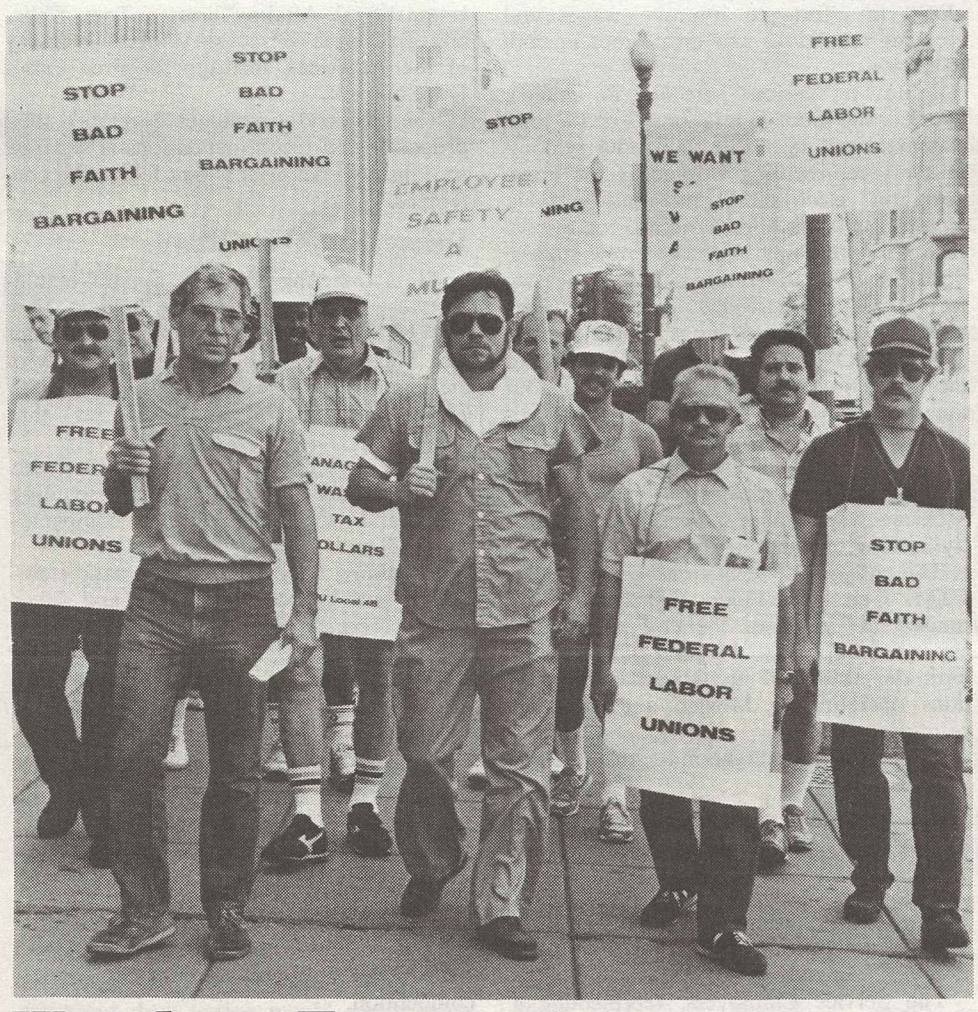
In a lawsuit filed in federal district court, the NCID cited 200 examples of defense contracts awarded to foreign-based manufacturers. The contracts were given out under illegal, blanket waivers of the buy American provisions, the suit charged, with the Defense Dept. awarding as much as 20 percent of the entire 1987 procurement budget to foreign firms.

The NCID said Defense Dept. policies are making the nation more dependent on offshore manufacturers for critical defense products, endangering national security.

NCID's conclusions are backed by an independent Air Force Association study and a separate review by the Defense Dept. Undersecretary for Acquisition.

The NCID also charged that the Defense Dept. has no means of determining the cost or extent of weapons subcontracts awarded to overseas operations, making national defense interests extremely vulnerable and resulting in a loss of technological leadership.

The Defense Dept. has not responded to the charges but claims the NCID has no standing to sue on behalf of its members. Unions participating in the NCID are the Electrical Workers, Laborers, Machinists, Painters and Plumbers & Pipefitters.



Watch at Treasury

Members of Graphic Communications Union Local 4-B picket the U.S. Treasury to protest "bad faith bargaining" and the gutting of the local's contract with the Bureau of Printing & Engraving. After the bureau and the local's 140-member unit had signed the accord, the Treasury Dept. rejected the agreement and axed 37 key provisions, including some of management's own proposals.

Health care union explores plan on SEIU affiliation

The executive board of the Hospital & Health Care Employees has approved a tentative agreement for affiliation with the Service Employees and anticipates having a firm proposal to submit for membership approval in February.

The 70,000-member union was chartered by the AFL-CIO four years ago, with the concurrence of the Retail, Wholesale & Dept. Store Union, to which it had belonged.

Sec.-Treas. Jerome P. Brown, who announced the board action, said joining with the Service Employees would be a big step toward the goal of "one big health care union." The SEIU has some 3,000 health care workers among its 875,000 members in the United States and Canada.

Organizing prospects

SEIU President John J. Sweeney said affiliation will provide the strength for a major campaign "to bring union representation to unorganized health care workers all over this country."

The organizing targets, he said, include "conglomerates gobbling up the hospital industry . . . giant corporations that dominate the nursing home industry . . . tens of thousands of home care workers" and health care professionals.

Under the tentative agreement, the Hospital & Health Care Employees will become an autonomous national local union within the SEIU. Its president, Henry Nicholas, will chair the SEIU's health care division and the new affiliate will be represented on the SEIU executive board.

The executive board of the hospital-health care union named four of its members to work out the final details of the affiliation agreement—Nicholas, Executive Vice President Robert Muehlenkamp and Vice Presidents Robert Moore and Diane Sosne. Their goal will be to present a final agreement to the full board in January, with a membership referendum to follow.

Convention endorsement

At its convention last December, delegates endorsed the concept of joining with other unions in the health care field, and Sweeney was one of the speakers at the convention. The union's genesis was as a pharmacists' local of the Retail, Wholesale & Dept. Store Union, which grew from its New York base into District 1199, with units in cities across the country. In the splitoff from the parent union, the large New York unit remained with the RWDSU.

In announcing the plan for a merger with the SEIU, Sec.-Treas. Brown noted that, "over the years, we've worked in coalition with SEIU in organizing and bargaining campaigns and in speaking out for our members and their patients."

He said 90 percent of the nation's health care workers remain unorganized, but his own union's ability to meet the challenge has been limited by size and resources.

Brown noted that the union will be negotiating contracts covering two-thirds of its membership over the next eight months. SEIU affiliation will be important, he said, because "we simply need more clout."

Stronger grain dust standard ordered

New Orleans—A federal appeals court ordered the Occupational Safety & Health Administration to adopt more stringent controls in its grain dust standard, as sought by eight unions.

The ruling by the 5th Circuit U.S. Court of Appeals "sends a clear message to the Reagan-Bush Administration that OSHA standards must protect workers," said President Robert Harbrant of the AFL-CIO Food & Allied Service Trades Dept.

"This is a meaningful victory for hundreds of thousands of grain workers who toil daily under the cloud of combustible grain dust that could end their lives," he said.

Grain Millers President Robert Willis said that "it is imperative that OSHA conduct an expeditious and rigorous review and promulgate an expanded standard that will prevent and protect workers from these explosions."

Under certain conditions, grain dust can be as volatile as TNT. Over the last decade, there have been in excess of 200 grain dust explosions with more than 60 workers killed.

The unions that challenged OSHA's standard, besides FAST and the Grain Millers, are: Food & Commercial Workers, Teamsters, Allied Industrial Workers, Transportation Communications Union, Oil, Chemical & Atomic Workers and Retail, Wholesale & Dept. Store Union. The industry suit was filed by the National Grain & Feed Association.

The ruling is a key development in the decade-old battle by the unions who represent workers in the grain handling and processing industry. The unions charged that OSHA weakened its final standard to meet objections of the White House Office of Management & Budget and industry.

In its suit, the unions urged OSHA to expand coverage to grain mills and require dust removal throughout an entire grain elevator, not just areas where explosions are "most likely" to occur.

No basis for inaction

The appeals court, in ordering OSHA to set stricter rules on grain dust removal, said: "We cannot find substantial evidence in the record as a whole to justify OSHA's refusal to adopt a facility-wide one-eighth-inch action level for grain elevators . . . OSHA must either adopt a facility-wide action level or explain why it would be infeasible to do so."

The court said that the action advocated by the unions will provide a significant benefit for worker safety. In considering the unions' request to extend the rule to grain mills, the court said that the standard provides mill workers coverage that "proportedly will eliminate the significant risk of fires and explosions in mills" by controlling potential ignitions sources—through preventive maintenance, employee training, general housekeeping and foreign-object screens around the grain equipment.

The court rejected the industry's line of logic that since the one-eighth-inch action level 'is an unsafe level (as accumulations as little as one-hundredth of an inch could fuel a fire), then "OSHA should not set an action level at all."

The three-judge panel said the hearing record provides sufficient evidence that the "action level for priority areas, while unable to eliminate the significant risk of grain elevator explosions, will substantially reduce that risk."

In requiring OSHA to review its calculation of economic feasibility, the court cited a "significant factual gap" in the record concerning compliance costs. OSHA determined, based on two studies on vacuuming rates, that dust cleanup could be achieved at the rate of 8,100 square feet an hour. The industry, however, cited three other studies that set the rate at about 1,500 square feet an hour.

AFL-CIO news

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UNION YES

Call sounded for ratification of 'freedom treaty'

By Arlee C. Green

The AFL-CIO and labor federations from around the world celebrated the 40th anniversary of the International Labor Organization's Convention 87 on the freedom of association and the right to organize at a conference in Washington that sounded a strong call for the United States to ratify it.

AFL-CIO President Lane Kirkland said the nation should have, in the forefront of its foreign policy, a "new and steadfast commitment to the advancement of human rights, beginning with the basic rights of working people." The most effective tool in advancing such a policy would be aggressive advocacy of the principles contained in Convention 87, he said, preferably through U.S. ratification.

At a minimum, he said, the United States should make "full payment of its dues to the ILO," substantially increase funding for the National Endowment for Democracy and the labor programs of the Agency for International Development, and embrace the tripartite approach to regional solutions embodied in the idea of the Central American Development Organization.

He called for incorporation of human rights provisions in the General Agreement on Tariffs & Trade (GATT), clearly defining the denial of basic human rights as the "unfair labor practice that it is."

Legislating standards

Kirkland pointed to AFL-CIO efforts that led Congress to incorporate the principles of ILO minimum labor standards in legislation governing the Generalized System of Preferences, and to the federation's petition seeking the denial of GSP benefits for Malaysia.

AFL-CIO Vice President Albert Shanker, chairman of the federation's International Affairs Committee, said Convention 87 is a standard used throughout the world to judge whether countries practice democracy by permitting workers to forms unions of their own choosing.

Failure of the U.S. to ratify this convention gives totalitarian and authoritarian regimes elsewhere an excuse to deny worker rights, Shanker warned.

Labor Secretary Ann McLaughlin reiterated her department's support of ratification of Convention 87 as the strongest possible statement of "our commitment to the ILO." She also seconded Kirkland's call for improved funding for the National Endowment for Democracy, the AID and the Central American Development Organization.

Sen. Daniel Patrick Moynihan (D-N.Y.) said U.S. failure to ratify Convention 87 undercuts U.S. positions on human rights, but held out no promise of Senate ratification.

Former Labor Secretary Ray Marshall of the Uni-

Continued on Page 2

Economy signals slowdown ahead

The healthy economic growth that President-elect Bush is counting on to ease the nation's budget deficit is nowhere in sight.

Just the opposite, in fact. The government's leading economic indicators—the closest thing to a crystal ball forecasters have available—points to a slowdown that could quickly plunge into recession.

Revised figures showed September's performance was even worse than first estimated—sending the index of leading indicators down by three-tenths of 1 percent instead of the one-tenth of 1 percent dip reported. For October, the index edged up just one-tenth of 1 percent despite a healthy rise in plans for new construction.

Over the year, the index turned in its weakest performance since the start of the last recession. It rose only one-half of 1 percent from October 1987, compared to a 6-percent increase over the same 12 months the previous year.

Meanwhile, living costs continued to push up the consumer price index. The CPI advanced five-tenths of 1 percent in October, a rise from three-tenths of 1 percent in September and 4.2 percent higher than a year ago.

Real pay down 11.3%

After-inflation real weekly earnings were up five-tenths of 1 percent for the month. But that still left them one-tenth of 1 percent below a year ago—and a stunning 11.3 percent below 10 years ago.

Major banks raised the prime rate that is charged to their biggest and best business customers from 10 to 10.5 percent. That will trigger increases in many adjustable rate home mortgages and spread to other forms of borrowing, including credit card interest and personal loans.

The prime rate was 8.5 percent at the start of the year and 7.5 percent early in 1987.

The higher cost of borrowing money is another facet of the deficit reduction dilemma that will face the Bush Administration.

Solidarity in Seattle

Union supporters from across the country, delegates to the Coalition of Labor Union Women's convention, demonstrate at the Seattle First National Bank, where management has been battling the right of its workers to organize for 11 years. (CLUW convention story on Page 6.)

Bush advised to bite tax bullet

President-elect faced with budget deficit dilemma

By David L. Perlman

A blue-ribbon panel of industry, labor and academic experts called on President-elect George Bush to face up to the realities of budget deficits and back away from the "read my lips" rejection of tax increases of his election campaign.

That was the advice from the Council on Competitiveness, headed by Hewlett-Packard Co. President John A. Young. AFL-CIO Industrial Union Dept. President Howard D. Samuel is a vice chairman of the council and officers of three federation affiliates are on its executive committee.

It was the same advice offered in person by two former Presidents—Republican Gerald Ford and Democrat Jimmy Carter—and in a detailed American Agenda report by the bipartisan body of experts they jointly headed.

And it was the overwhelming consensus of a special series of "citizen assemblies" organized under nonpartisan sponsorship to get the views of concerned Americans from all walks of life to the new Administration.

During the presidential campaign, Bush either stonewalled questions about budget priorities and deficit reduction or responded with glib assurances that economic growth will make possible deficit reduction along with a continued rise in military

Continued on Page 4

Young workers slip down job ladder

Young workers are beginning their adult lives with an economic standard of living far below that of a generation ago. And many will remain there, locked in by poverty-level incomes, part-time jobs with little or no benefits and high jobless rates, the Commission on Youth & America's Future warned.

The commission, established by the William T. Grant Foundation, conducted a two-year study of 16-24-year-olds. Its report, "The Forgotten Half: Pathways to Success for America's Youth & Young Families," focuses on the 20 million young people who begin their careers with a high school diploma or less. These young workers face severely limited prospects for a job with a future.

Lifetime earnings plummet

The 208-page report said that given current trends, young people will earn about 25 percent less throughout their lifetimes than the generation 10 years earlier. Between 1973 and 1986, families headed by a 20-24-year-old experienced a 27.4 percent decline in real income—equal to the drop in personal income during the Great Depression.

Expressed in 1986 dollars, males aged 20-24 earned $9,027 in 1986 compared to $12,166 in 1973, a decline of 25.8 percent. The income decline for high school dropouts, however, was 42 percent—falling from $11,815 in 1973 to $6,853 in 1986. College graduates' incomes decreased by 6 percent over the same period—from $14,630 to $13,759.

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12/3/88

Kirkland: No boundaries on worker rights

By Lane Kirkland

There ought to be in the forefront of a foreign policy worthy of the United States a new and steadfast commitment to the advancement of human rights beginning with the basic rights of working people.

The most effective tool of that policy would be the aggressive advocacy of the principles spelled out in the terms of Convention 87 on freedom of association and the right to organize. Convention 87 is the soul of the International Labor Organization. Ideally, the United States ought to begin with our own ratification of that convention, accompanied, if necessary, by such legislation as might be conceivably required, but arguably there is none.

But the firm incorporation of its principles into our international economic and political agenda need not wait for that happy day when the Chamber of Commerce and Abe Katz and his clients see the light on the road to Damascus. That can proceed now, in the likely continuing absence of formal ratification, through even more substantial steps, such as the commitment of added resources to the instruments that are in place, ready to give life to the pieties of diplomatic discourse. Such a modest move as the full payment of our dues to the ILO would be a good start.

Funding vital

Substantially greater funding for the National Endowment for Democracy and for the labor programs of the Agency for International Development would strongly enhance the credibility of a new start in those vital parts of world society where plain people—rather than financial, mercantile and government elites—live, bear the burdens, and, sooner or later, declare themselves and move the course of the world.

There ought to be a strong embrace by the new Administration and the Congress of the tripartite approach to regional solutions embodied in the idea of the Central American Development Organization, which has been languishing dormant, waiting for the breath of life. This would add vital reinforcement and real incentives to the Arias proposals for peace and progress in that deeply troubled area.

Most importantly, a foreign policy dedicated to the goal of making the world safe for free human institutions would press wholeheartedly without reservation, for the incorporation of a social clause in the General Agreement on Tariffs & Trade. The denial of basic workers' rights should be clearly defined as the unfair trading practice that it is. This year also happens to be the 40th anniversary of GATT, and there could be no more fitting way to observe the coincidence of both occasions.

The American labor movement has not been willing to accept patiently the verdict of multilateral inaction on this vital matter. Absent progress at the GATT level, we have acted in concert with our friends in the Congress to embody the principles of ILO minimum labor standards in legislation governing the Generalized System of Preferences, the Overseas Private Investment Corporation and in this year's omnibus trade measure.

We have secured provisions calling for the observance, by nations enjoying the opportunities of these laws, of the right to associate, the right to organize and bargain collectively, protection from forced labor, a minimum age for child labor, and acceptable conditions with respect to minimum wages, hours of work, and occupational safety and health, and not just on paper but in fact.

These are not measures of moral imperalism, seeking to impose our own standards, or abstract ideals, on the rest of the world. They simply say that it is reasonable to expect nations who wish to exploit an American market created and sustained by decent standards of life and labor, to at least demonstrate real progress toward the establishment in their territories of the very basic universal rules they participated in making through their membership in the ILO.

The labor movement has a major role and responsibility in the review and enforcement processes of these provisions and we take that duty seriously.

We have already urged our government to exclude from the Generalized System of Preferences a number of countries that have failed to show progress in correcting abuses for worker rights, and we shall just as actively pursue enforcement of the 1988 provisions making persistent denial of worker rights an unreasonable trade practice.

We do not seek to diminish trade between nations but to enhance and enrich it. After all, what purpose of enterprise can there be more worthy of promotion by democratic societies than the improvement of the lot of those who do the work and create the values to be exchanged? The elevation of standards and the institutions of that purpose broadens markets, and enlarges trade as a channel of progress for all rather than the gross enrichment of a few.

The role of governments is important. But presidents and policies come and presidents and policies go. The responsibility to defend and advance this cause . . . is essentially ours, and we can acknowledge no limits or boundaries upon it.

Closely linked today to the issues of standards and rights and trade, is the ponderous and oppressive burden of Third World debt. No aspect of policy is more pressing than the search for a way to end the recycling of capital from banks through the pockets of tyrants and frauds, and by capital flight back to other external banks. This cycle leaves in its wake no value, but mounting debt to be serviced endlessly by the sacrifice of the innocent and the further impoverishment of the poor. We support proposals for the creation of a new international mechanism to acquire this debt at its discounted market value and to negotiate a new deal with the nations now staggering under this load.

Value of new policy

A national policy with the elements that I have outlined would enhance and reinforce, rather than—as is now too often the case—contradict and impede, the performance of the duty of the free trade union movement to spread the gospel of freedom of association as far as we can make it reach.

The role of governments is important. But presidents and policies come and presidents and policies go. The responsibility to defend and advance this cause, year in and year out, is essentially ours, and we can acknowledge no limits or boundaries upon it.

The global marketplace, the rapid mobility of capital, the inscrutable nature of flags over work places, and the indifference of corporate managements to national values and aspirations that do not translate into profit, are facts of life that trade unions cannot wish away. Clearly, to an ever-increasing degree, the defense of the rights and standards of labor in one country requires that we act in concert with free labor everywhere to defend and advance those rights and standards in all.

While rejecting isolationism, we also reject the unprincipled pursuit of something variously described as "the national interest," or "pragmatism." I am reminded of the remark of a skeptic who said: "The trouble with pragmatism is that it doesn't work."

Faulty pragmatism

It was arguments of "national interest" or "pragmatism" that sped Chamberlain on his flight to Munich; and that bred the plot to overthrow Mossadegh in Iran for the sake of big oil; and inspired other exercises and adventures by the best and brightest that came to no good end at the final reckoning.

We argue rather for a doctrine rooted in a universal and enduring proposition—the service of the aspirations of plain working people for freedom, a better life and a fair share in the fruits of their labor.

No nation can do very wrong in the pursuit of such a goal—and freedom of association is its leading instrument.

—From remarks delivered at the Freedom of Association Conference in Washington, D.C., Nov. 29, 1988.

ILO treaty ratification overdue

Formation of free trade unions basic to democracy

Continued from Page 1

versity of Texas said that while many recognize that a domestic economy cannot function without laws, there is often a failure to acknowledge that a world economy cannot operate without rules. "The U.S. has not been a good bargainer in international affairs," he said, citing a tendency to give our chips away, then to begin to bargain.

In a panel discussion, representatives of trade unions and federations in five countries spoke of the importance of Convention 87 to their members and deplored the United States' failure to ratify ILO conventions.

Although the U.S. abides by most ILO principles domestically and pays lip service to their importance internationally, adoption of those conventions would speak louder than words, the panel agreed.

The panel, chaired by AFL-CIO International Affairs Director Tom Kahn, included these members: Konrad Bielinski of Poland's Solidarnosc; Alvin Guthrie, general secretary of Confedercion de Unificacion Sindical in Nicaragua; James Mndaweni, president of the National Council of Trade Unions in South Africa; Osvaldo Verdugo, president of Colegio de Profesores in Chile, and Khurshid Ahmed, general secretary of All Pakistan Federation of Trade Unions and a member of the ILO governing body.

Bielinski explained how Solidarnosc's wide distribution of ILO's conventions on worker rights, which had been ratified by Poland years earlier, spurred the movement for a free national trade union.

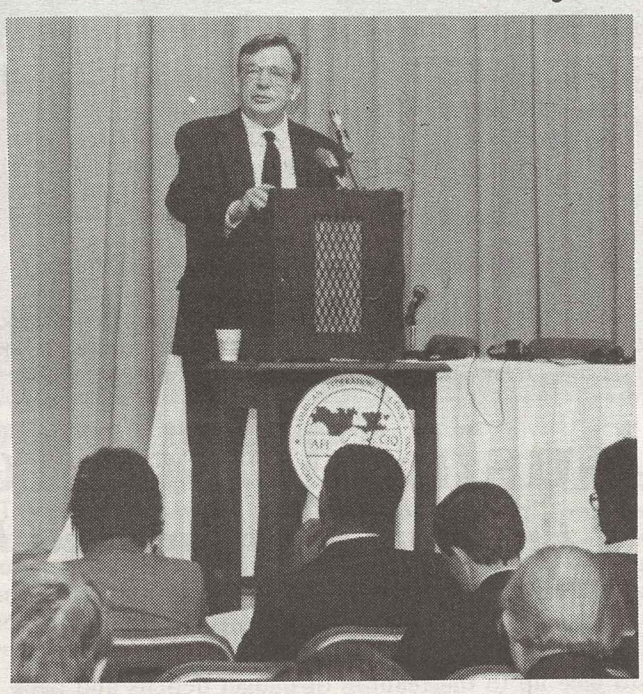
Guthrie said the struggle of the Nicaraguan workers for the right to organize and for freedom of association was a determining factor in the overthrow of the Samoza government. Now "we fight against a revolution that promised and then took from us all those liberties identified with human and trade union rights," he said.

Sanctions sought

Mndaweni told of the burden on black South Africans imposed by the racist Botha regime, urging that nations like the United States impose strong sanctions until the "total elimination of the racist regime." He added, "We will never enjoy the freedoms American workers have unless countries like the United States promote those freedoms internationally by ratifying Convention 87."

Verdugo credited the active presence in his country of international organizations which have promoted legislation to defend labor freedoms with aiding "our social leaders in their struggle to reconstruct a social movement identified with freedom and democracy."

Ahmed urged that the enforcement machinery of the ILO be strengthened so that its conventions would not be just on the statute books, but enforced on the behalf of workers everywhere.



Kirkland addresses ILO anniversary Conference on the Freedom of Association in Washington.

An afternoon panel explored the major obstacles to U.S. ratification of Convention 87. Business attorney Edward Potter noted that "freedom of association" is often interpreted as meaning "freedom to strike" under any circumstances. Potter's labor counterpart and fellow panelist, Edward Hickey, saw a need to narrow such interpretations so as to achieve U.S. ratification that he said "is of overriding importance to the credibility of the ILO."

Potter said roadblocks to ratification included concern over the shape of implementing legislation. Shanker, who is president of the Teachers, said such objections have been largely laid to rest during the 40 years of U.S. inaction.

Other panelists included Marion Houston, director of the Labor Dept.'s international organizations office, who noted this year's ratification of other conventions, and Eugene Lawson, deputy undersecretary for international affairs for the Labor Dept., who explored legal questions.

Kahn, in concluding the conference, stressed that Convention 87 is not just good for unions, it's good for employers, churches, political parties, Rotary clubs and all social groups, he said. "If people have the right to organize, they're armed."

In nation's capital, struggle of janitors in John Portman's Atlanta finds staunch support.

San Francisco rally is a family affair.

'Justice' boycott raps Portman unfair labor tactics

The AFL-CIO has put John Portman Cos. on its national boycott list, in support of the Justice for Janitors campaign of the Service Employees.

"We're asking all friends of labor and of working people not to patronize Portman hotels, not to lease space in Portman office buildings and shopping malls and not to invest money in Portman projects until he stops his unfair labor practices and immoral actions," SEIU President John J. Sweeney said.

Portman is an immensely wealthy real estate developer and commercial management tycoon whose privately-held companies are based in Atlanta.

His Peachtree Center complex and its cleaning contractors are part of the SEIU's organizing campaign in downtown Atlanta, where janitors earn poverty-level wages.

Most of the janitors are black women and typically receive no health insurance or other job benefits.

The SEIU responded with an international boycott, publicized at Nov. 17 demonstrations in 23 cities in the United States, Canada and Europe.

The AFL-CIO Union Label & Service Trades Dept. will help publicize labor's boycott of Portman companies, Kirkland wrote Sweeney and SEIU Sec.-Treas. Richard W. Cordtz.

At a Washington rally, Peachtree Center janitor Mary Jenkins warned: "Don't let John Portman come to D.C. and treat you like he has treated us in Atlanta." Jenkins, a single parent, said she earns less than $4 an hour, receives no benefits "and can't afford health insurance on my salary."

Another speaker, President Gene Upshaw of the Professional Athletes, stressed that "if they can step on janitors, they can step on you and they can step on me."

President James R. Herman of the Longshoremen & Warehousemen spoke at a San Francisco rally, which was followed by a march to a new Portman hotel. In New Haven, Conn., Mayor Biagio DiLieto issued a proclamation expressing opposition to any Portman development or building "until he respects worker rights."

In most cities, small bars of soap with the message "Wash your hands of John Portman" were distributed along with leaflets. Workers with mops and brooms asked help to "clean out injustice."

Canadian unionists demonstrated in Toronto and Vancouver. FIET, the international trade union secretariat, passed out leaflets in Copenhagen, by Denmark's Parliament building.

At Britain's Parliament, leaflets were distributed by Americans attending the London School of Economics.

PTTI General Sec. Stefan Nedzynski accepts George Meany Human Rights Award from AFL-CIO President Lane Kirkland.

Meany human rights award honors PTTI's Nedzynski

Stefan Nedzynski, general secretary of the Postal, Telegraph & Telephone International, was awarded the 1988 George Meany Human Rights Award by AFL-CIO President Lane Kirkland at the federation's Conference on the Freedom of Association.

There is no more appropriate occasion, Kirkland said, "and I can think of no more appropriate honor for Stefan than the George Meany Human Rights Award.

"In honoring him, we are honoring a lifetime of work on behalf of principles of freedom of association, social justice, workers' rights, human rights and trade union solidarity."

In accepting the award, Nedzynski noted that the PTTI international trade secretariat played an important role in obtaining ratification of Convention 87 not only in countries of the Third World, but in countries such as Japan.

He told the gathering, "When I think of human rights, I think of all those who have made sacrifices for freedom and democracy and workers' rights. I think of victims of political persecution, victims of organized terror. I think of the pain, despair, anguish and death of so many people, people like you and me. When I think like that, the struggle for human rights becomes an intensely personal matter, a challenge to me as a person."

Nedzynski has headed the PTTI since 1965, after having served four years as assistant general secretary of the International Confederation of Free Trade Unions.

Under Nedzynski's direction, the PTTI membership has doubled to 4.2 million and expanded its activities to all regions of the world.

The ILO's passage in 1978 of Convention 151 on Labor Relations in Public Service is due in large part to Nedzynski's efforts. He is a member of the ICFTU Executive Board and the chairman of the International Trade Secretariats' General Conference.

Other recipients

Previous winners of the Meany award include the Polish trade union Solidarnosc; Ernesto Herrera, General Secretary of the Trade Union Congress of the Philippines; Andrei Sakharov, renowned Soviet human rights champion and winner of the Nobel peace price; Kim Dae Jung, a leader of South Korea's democratic opposition; Dr. Neil Aggett of the African Food & Canning Workers who died in a Johannesburg jail, and Mangosuthu Gatsha Buthelezi, chief of the Kwa Zulu tribe; Leo Cherne, chairman of the Inernational Rescue Committee, and Force Ouvriere and its General Secretary Andre Bergeron.

ILO leader cites threat to freedom

Freedom of association is under threat in all parts of the world, David Taylor, deputy director-general of the International Labor Organization, said.

In his luncheon remarks to the AFL-CIO's Conference on the Freedom of Association, Taylor cited growing evidence of violations, pointing out that the ILO's Committee on the Freedom of Association has before it 74 cases of alleged infringements of the principles of the freedom of association. Since 1951 the committee has dealt with nearly 1,500 cases, but more than a third have been lodged in the past seven years.

Convention 87 on the freedom of association and Convention 98 on the right to organize and bargain collectively have played a "vital role" in protecting these rights for workers around the world, Taylor said. And given the resources maintain the existing enforcement and the support of organizations such as the AFL-CIO, Taylor said, "There is every reason to suppose that Conventions 87 and 98 will continue to render invaluable service to the international community."

John Vanderveken, general secretary of the International Confederation of Free Trade Unions, called for the U.S. to end its refusal to ratify Convention 87. "Given the

U.S. action 'vital'

"Given the importance of the convention, it must be clear how vital it is for the United States with its long tradition as a powerhouse of democracy to become, at last, a party to it," he said.

"Objections that the country's federal structure makes ratification difficult is not valid," Vanderveken continued. "Examples of Canada and Australia show that federalism can be a hindrance, but not an obstacle. As long as the world's leading democracy chooses to remain outside the network of legal obligations, exemplified by Convention 87, then that network is diminished."

Michael Armacost, Under Secretary of State for political affairs, said the United States' promotion of freedom of association around the world includes the work of a labor attache corps overseas that encourages the growth of free trade unions and collective bargaining systems and an array of trade union development assistance and exchange programs which are virtually all funded through and managed by the AFL-CIO's free labor institutes.

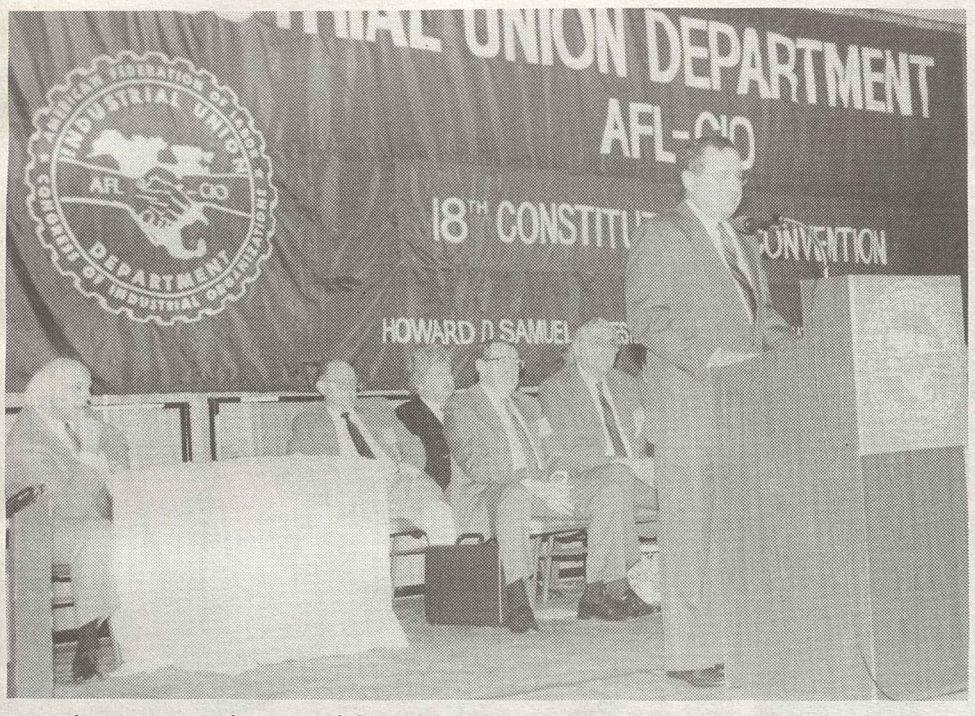
He said that a "panel of experts which will look at Convention 87 guided by the principles agreed to by the government, by employers and by workers. We will not ratify conventions which are no in conformity with U.S. labor law and practice. We will not use the treaty making power to legislate changes in U.S. labor law. Whether Convention 87 technically meets the test, that's for the panel to decide."

OSHA shipyard panel includes 4 unionists

Four union representatives are among 15 persons named to the Occupational Safety & Health Administration's advisory committee to update federal shipyard safety standards.

Labor members of the panel are: Russell Axsom of the Steelworkers, Louis D'Ambrosio of the Boilermakers, Bedros Dostoomian of the Sheet Metal Workers and Frank Terranova of the Plumbers. James D. Bishop of the Painters was named an alternate.

OSHA's shipbuilding standards have not been updated since the agency's inception.



President Howard Samuel keynotes IUD convention.

IUD convention focuses on worker rights' goals

Hollywood, Fla.—The AFL-CIO Industrial Union Dept. convention focused on the need to restore worker rights in the United States and around the world, and called for national economic policies to improve living standards and security of working Americans.

In panels and general sessions, the 400 delegates explored concerns on the economy, foreign trade, deficits, collective bargaining and management hostility.

In his keynote address, IUD President Howard D. Samuel stressed that worker rights must be considered a community issue, noting that "when workers are exploited, everyone's standard of living falls."

By mobilizing community support for labor's goals—among clergy, civil and women's rights groups, local businesses and others—unions can win greater equity and security for all, he said. "And when we've done our job of mobilizing community support, we'll find that the politicians will quickly fall in line," he declared.

Samuel also reviewed the progress of the department's coordinated bargaining, organizing and corporate campaign initiatives. He noted that the coordinated effort "has evolved from a simple boycott to a systematic analysis of corporate relationships. That analysis gives us the ability to design a strategy to overcome management hostility."

Legislative goals

AFL-CIO Sec.-Treas. Thomas R. Donahue said labor now was planning how to advance its legislative agenda over the next four years—including parental leave and child care, a minimum wage increase "and the issues of the economy, corporate cannibalism and the unfairness of our labor laws that ought to require the attention and support of Congress and the Administration."

Aside from concerns about the next Administration, the labor movement must grow "as a percent of the workforce . . . in new industries and old . . . and in new job categories and in old," Donahue stressed. "We need to approach organizing as we do political action: not as a collection of separate organizations, but as a single, unified national labor movement,"he said.

Donahue stressed the need for "new forms of representation" that will enable the labor movement to "vastly expand our reach and the spread of our services," as well as improved methods within the traditional collective bargaining process.

Four-year terms

Delegates re-elected Samuel, Sec.-Treas. Elmer Chatak and 23 vice presidents to new four-year terms and elected William J. McCarthy, president of the Teamsters, to the executive council. The convention increased the monthly per capita rate to 7.5 cents from 7 cents effective Dec. 1 and voted to extend the time between conventions and election of officers to four years.

Presidents Wayne Glenn of the Paperworkers, Siguard Lucassen, Carpenters, and John Sweeney, Service Employees, reviewed strategies unions can use to offset employer hostility. A panel on economic policy and trade featured Presidents Owen Bieber, Auto Workers, and Lynn Williams, Steelworkers.

Child labor concerns were discussed by Presidents William Winpisinger, Machinists, and Jay Mazur, Ladies' Garment Workers, and Baldemar Velasquez of the Farm Labor Organizing Committee. Presidents Morton Bahr, Communications Workers, and William Bywater, Electronic Workers, led a panel on restoring workers' rights, while Presidents John J. Barry, Electrical Workers, Jack Sheinkman, Clothing & Textile Workers, and Milan Stone, Rubber Workers, reviewed current issues in collective bargaining.

Speakers included Senators George Mitchell (D-Me.) and Paul Simon (D-Ill.), House Speaker James Wright, Rep. Marcy Kaptur (D-Ohio) and Rev. Joseph Lowery of the Southern Christian Leadership Conference.

Third vacancy on Labor Board filled by recess appointment

President Reagan has given Dennis M. Devaney a recess appointment to the National Labor Relations Board, which now has three members who must be confirmed by the Senate during its 1989 session in order to stay on the job.

Devaney will fill the vacancy left by the resignation of Marshall Babson last August, for a term expiring Dec. 16, 1989.

Devaney has been general counsel of the Federal Labor Relations Authority, an agency comparable to the NLRB that deals with unfair labor practice allegations in the federal service. He had previously been a member of the Merit Systems Protection Board.

Recess appointments were given earlier to Wilford Johansen, whose five-year term expired last August, and to John E. Higgins Jr., who was nominated early this year to the vacancy left by the NLRB's controversial former chairman, Donald L. Dotson.

Higgins and Johansen are both former career NLRB employees. Higgins, who was the NLRB's deputy general counsel, was recommended for confirmation by the Senate Labor & Human Resources Committee. But the Senate did not act on his nomination before adjournment, reportedly because of an objection by Sen. Jesse Helms (R-N.C.).

The two NLRB members already confirmed—Chairman James Stephens and Mary Cracroft—would have been without a quorum needed to do business if no recess appointments had been made.

OSHRC seat

Reagan also made a more controversial recess appointment—putting a former White House staffer on the Occupational Safety & Health Review Commission as a consolation prize for a political defeat.

The commission has only one of three members in office and the appointment of Linda L. Arey will let it conduct business. But the AFL-CIO's occupational safety and health director, Margaret Seminario, said Arey has no background or qualifications for the post.

Arey ran unsuccessfully in a special election for Congress in Virginia last spring, losing to Democrat L. F. Payne. Since then, she has worked in the Bush-Quayle campaign.

Others given recess appointments by Reagan included Jill Houghton Emery as director of the Women's Bureau of the Labor Dept. and David C. O'Neal as assistant secretary of labor for Mine Safety & Health. Both have been heading their agencies on an acting basis and had Republican political backgrounds before joining the Reagan Administration.

The White House announced that persons given recess appointments that did not carry fixed terms—which would include Emery and O'Neal, but not the NLRB or OSHRC nominees—were asked to immediately submit their resignations so that President-elect Bush could substitute his own choices if he so decided.

Bush advised to bite the tax bullet

Continued from Page 1

spending and more money for education and environmental needs.

Now Bush is being told by political supporters as well as opponents that there is no acceptable way to reduce the deficit without new sources of revenue.

The strongest consensus was an agreement that the richest Americans—those with incomes over $200,000—should be paying taxes at a rate as least as high as persons earning lesser amounts. Under present law, the tax on income over $200,000 drops from 33 percent to 28 percent.

Bush's only tax proposal during the election campaign contained additional reductions for the wealthy, including a tax cut on capital gains income.

The Carter-Ford proposals included a recommendation for spending $2 billion more a year to salvage the 20 percent of American children living in poverty.

Still to come, although perhaps not until March, is the authoritative report of the National Economic Commission whose 12 members were appointed by President Reagan and by the Democratic and Republican leadership of Congress. AFL-CIO President Lane Kirkland is a member.

The Council on Competitiveness report said budget ceilings should be imposed on both domestic and defense programs. But it urged the need for additional investment in programs that will make the U.S. economy more competitive.

Civilian research down

Its report expressed concern that federal support for scientific and technological research has been shifted too heavily to the military side, while support for civilian-related research has been cut 14 percent in real terms since 1980.

It said the United States is not doing enough "to address the needs of the educationally and economically disadvantaged," and it warned that "America's infrastructure is deteriorating faster than it is being replaced." The nation's bridges, roads, dams, airports and waterways "underpin the economy," the council said.

Samuel underlined the importance of shifting spending priorities to these areas in commenting on the report.

He stressed that "the integrity of the Social Security Trust Fund must be preserved and its surplus used for its intended purpose: to prefund the retirement of the next generation."

Joining in the report as members of the Council on Competitiveness executive committee were Communications Workers President Morton Bahr, Steelworkers President Lynn R. Williams and Auto Workers Vice President Don Ephlin.

The council, whose members did not necessarily agree on every recommendation, acknowledged that the Bush Administration and Congress might have different priorities and left open a range of spending and tax options.

But B.F. Goodrich Co. Chairman John D. Ong, who helped shape the report, suggested tactfully that the new President will have to bite the tax bullet.

"We don't like new taxes any more than anyone else," Ong said. But he could see no alternative "if credible deficit reduction without new revenues proves as elusive to the Bush Administration and Congress as it has been to us."

Younger workers slipping down economic ladder

Continued from Page 1

The commission said the figures underscore a trend that can result in a "nation divided between the educated and prosperous and the less educated and struggling," a prospect it said "represents too great a risk for America's future."

The report noted that:

- In 1967, the median income of families headed by 20-24-year-olds was equal to 77 percent of the median for all families. By 1986, that proportion had fallen to 52 percent—a drop of 32 percent.
- With current overall unemployment slightly above 5 percent, joblessness among 20-24-year-olds was 6.8 percent for whites, 11 percent for Hispanics and 20.3 percent for blacks.
- The percentage of males aged 20-24 with earnings above the poverty level for a family of three dropped from 58.3 percent in 1973 to 43.8 percent in 1986. Blacks fell the farthest behind—going from 53.4 percent to 24 percent.
- Low incomes have made it more difficult for young people to afford homes. For couples under age 25 with children, home ownership fell from 38.9 percent in 1973 to 29.1 percent in 1986. Rents, meanwhile, are at their highest levels in two decades and have risen 14 percent higher that the general cost of inflation since 1981.
- In 1986, nearly a third of the families headed by a person under 25 lived in poverty—a rate double that of 1967. The number of young white families in poverty jumped from 10 percent in 1973 to 24 percent in 1986, while the rate for black families skyrocketed from 44 percent to 62 percent over the same period.

The 19-member commission, which included Communications Workers Executive Vice President Barbara J. Easterling, emphasized a strong interconnection between young people's experiences at home, at school, in the community and at work. Efforts to produce success in schools, without complementary efforts in families and community, are unlikely to make a substantial difference in young people, the report said.

It said young people need more constructive contact with adults who can help guide their talents, opportunities to participate in community activities, and initial jobs, no matter how modest, that offer a path to accomplishment and career opportunity.

The report calls on Congress to enact a state-administered Youth Opportunity Demonstration Act to increase access to post-high school education and training through financial aid, counseling and academic support. It urges an annual federal expenditure of $250 million for five years.

Other commission recommendations called for:

- Greater public support to ease the financial burden of raising children, enhanced private sector understanding of the demands of family life and community action to strengthen relationships between youth, their parents and other adults.
- Establishment of community service as either an integral part of the curriculum of all students or a requirement for graduation. Also revitalization of existing national service programs, such as VISTA or the Peace Corps.
- Creation of community based activities that concentrate on the needs of youth, respond to their opinions and ideas and involve them in the planning and implementation of such programs.

My will is easy to decide,
for I have nothing to divide . . .
My body? Oh, if I could choose,
I would to ashes it reduce,
and let the merry breezes blow
my dust to where some flowers grow . . .
This is my last and final will,
good luck to all of you, Joe Hill.

Where workers strike and organize, you'll find Joe Hill

On Nov. 19, 1915, the day after union organizer Joe Hill wrote that final song, he was executed by a firing squad at the Utah state prison. He was accused of killing a Salt Lake City grocer.

Joe Hill's songs and parodies continued to enliven picket lines and hobo camps for years after his death, long after the once-feared Industrial Workers of the World had become a romanticized chapter of America's labor history.

His body was taken to Chicago for cremation, because, as Hill wrote to the IWW's Big Bill Haywood, "I wouldn't want to be found dead in Utah." Some 30,000 people marched in the procession.

In that same farewell letter, he asked, "Don't waste any time in mourning. Organize." It inspired the labor song that Alfred Hayes and Earl Robinson wrote, the one that begins "I dreamed I saw Joe Hill last night . . ."

Joe Hill's ashes did get scattered around as he requested, mostly. But one container got sidetracked by a postmaster who couldn't bring himself to deliver "subversive" mail and somehow ended up in the National Archives in Washington.

Last of his ashes

On Nov. 19, exactly 73 years after Hill's execution, the Archives turned over the last of his ashes to a college professor and folk singer who carry on the IWW name in a tiny office in Chicago, Joe Hill was back in the news, to the delight of a lot of labor history buffs.

To put flesh on a legend, Joe Hill was born in Sweden and like many who carried the IWW's red card was an itinerant worker, without roots in any community. He was convicted on circumstantial evidence; many in this country and abroad called it a frameup.

The trial of Joe Hill—like that of anarchists Nicola Sacco and Bartolomeo Vanzetti a decade later—was entangled with his unpopular political views. The parallels are close.

In 1977, 50 years after their execution, Sacco and Vanzetti were vindicated by a proclamation from the governor of Massachusetts—then as now, Michael Dukakis.

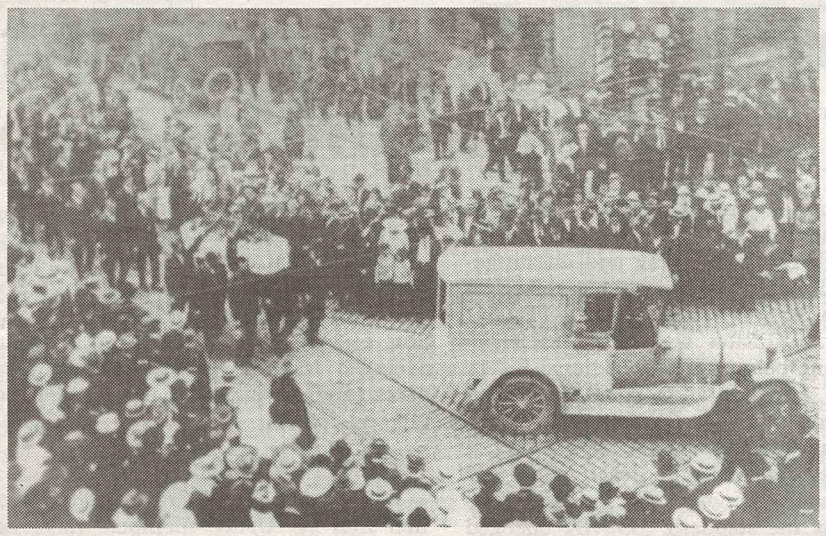
In 1979, the AFL-CIO Executive Council joined with labor history groups in asking the governor of Utah to grant a pardon that would "remove the stain of injustice that surrounds the memory of Joe Hill."

Federation President George Meany forwarded the resolution to Utah Gov. Scott Matheson with a letter urging a pardon as "a declaration that the animosities of the past have been dissolved. . . a healing act."

But as was the case in Joe Hill's time, the political climate in Utah was hostile and the governor chose not to make waves.

There are places where union organizers are still not welcome. And as the song by Robinson and Hayes goes:

Joe Hill ain't dead, he says to me, Joe Hill ain't never died.
Where working men are out on strike, Joe Hill is at their side.
From San Diego up to Maine, in every mine and mill
Where workers strike and organize, says he, you'll find Joe Hill.



30,000 union supporters at funeral procession in Chicago.

Joe Hill on death row.

Belgian union gives Food Lion lesson in global solidarity

Brussels—Belgian food store workers are sending a strong message of trans-Atlantic union "solidarite" to their American counterparts and to their employer, Delhaize Freres & Cie, an international market chain.

Besides operating 160 Le Lion stores in Belgium, Delhaize owns a majority interest in the 522-store Food Lion chain in the United States. It deals with unions in its home country. But in the United States, Food Lion management has battled organizing efforts by the Food & Commercial Workers, underpaid workers and sought to drive out unionized competitors.

That doesn't sit well with the Belgian retail workers' union, SETCA. It has launched a series of one-day strikes, each at a different Le Lion store.

In French and Flemish, the languages of Belgium, and in English, SETCA placards proclaim international solidarity.

Le Lion and Food Lion are the same enterprise, "la meme enterprise" the signs proclaim. SETCA and UFCW the same union, "la meme syndicat."

"Deze winkel is in staking; this store is on strike" reads a sign in Flemish and English.

Both the UFCW and the Belgian retail union are affiliated with FIET, the international trade union. FIET Gen. Sec. Heribert Maier helped set up the campaign to pressure Delhaize to live up to international labor standards.

UFCW's 40,000-member Local 400, which extends from Washington, D.C., into neighboring states, had first-hand experience with Food Lion's anti-union tactics. Local 400 President Tom McNutt invited SETCA Gen. Sec. Albert Faust to come to the United States to see for himself.

Faust came. He talked to union supporters about conditions at Food Lion and had a personal taste of anti-union harassment, American style. At one Food Lion store, management called police to eject him and two Local 400 representatives from the premises.

Compared with Delhaize's responsible dealings with union in Europe, Faust noted, "it's hard to believe it's the same company."

Citizen reaction

Customers and the Belgian press were at first puzzled over the shutdowns, but then generally supportive.

A local paper carried a drawing of a roaring Delhaize lion by a prominently displayed story describing the shutdown and asking: "But what is the purpose of this work stoppage? To obtain higher wages? To diminish the hours of work? Not at all. The personnel of Delhaize is showing solidarity with some 30,000 employees of Food Lion, the American offspring of Delhaize's Le Lion."

McNutt and Local 400's international affairs specialist, Gary Nebeker brought the thanks of American union members to their Belgian allies and met with SETCA leaders to discuss further ways of moving Delhaize away from its hands-off attitude to the tactics of the Food Lion chain.

To the UFCW, such cooperation is "what this Atlantic alliance of working people is all about."

Delhaize employees in Brussels show solidarity with U.S. union members.

Helmuth Kern dies, political action organizer

Arlington, Va.—Helmuth F. Kern, who helped shape the political education programs of both the former Meat Cutters union and the National Council of Senior Citizens, died of cancer Nov. 18 at the age of 83. A memorial service will be held at the AFL-CIO headquarters Dec. 9 at 2 p.m.

Kern joined the Meat Cutters staff in 1954 after serving as a labor liaison official for the U.S. Marshall Plan in post-war Germany. He had been a labor editor in pre-Hitler Germany and carried on anti-Nazi activity from the Netherlands after Hitler came to power.

Kern was both education director and COPE director of the Meat Cutters when he retired in 1976, three years before the merger that created the Food & Commercial Workers. He then served as a special assistant to Transportation Sec. Brock Adams during the Carter Administration.

As a volunteer with the Senior Citizens, Kern directed the NCSC political education department. He set up training programs, organized national get-out-the-vote campaigns and encouraged the formation of political education committees by nearly 1,000 NCSC clubs. He is survived by his wife, Eva.

CLUW delegates press campaign on family issues

Seattle—Family needs are trade union issues, and the 1,100 delegates to the biennial convention of the Coalition of Trade Union Women pledged to keep them high on labor's legislative and bargaining agenda.

The three-day CLUW convention, and a one-day Bargaining for Our Families conference that preceded it, explored paths to goals such as child care, family and medical leave, parity in pay, overcoming discrimination, and healthful working conditions. The separate bargaining conference was one of a series of regional meetings sponsored by CLUW, the AFL-CIO and the Labor Dept.

CLUW President Joyce Miller set forth a three-pronged "working women's agenda" in her convention keynote.

She called for workplace vigilance against all forms of job discrimination and sexual harassment.

On the legislative front, she said that in the new Congress, "we expect the Democratic majority to help working families and we'll be right there to make sure that they do, taking names."

CLUW President Joyce Miller tells anti-union SeaFirst bank to start negotiating.

Spurring growth

And as part of the labor movement, she stressed, women workers will be helping their unions grow. The AFL-CIO's Union Yes slogan "has real meaning for working women," Miller declared. "We must lead the fight in repelling union-busting."

The convention's comprehensive Family Bill of Rights resolution noted that the United States is the only industrial nation other than South Africa that does not have a national family and child care policy.

It recommended that CLUW designate a nationwide Lobby Day during a congressional recess to show home district support for legislation responsive to family needs. Toward that end, it also urged CLUW chapters to build local coalitions with child care, senior citizen, women's, religious and civil rights groups.

Ladies' Garment Workers' President Jay Mazur told the convention that the Labor Dept. decision to end restrictions on industrial homework in five home sweatshop industries legalizes a new era of exploitation of poor immigrant families.

Enforcement of worker protection laws has been spotty at best in factory settings, Mazur said, and becomes almost impossible in homes.

AFL-CIO Civil Rights Director Richard Womack stressed that CLUW's goals are achievable as well as just. Women workers, he said, have moved beyond "appealing for fairness" and are demanding equality in pay as a right. Like other allies in the civil rights movement, Womack said, CLUW has made things happen and brought about needed change through its own efforts.

Earlier, at the bargaining conference, AFL-CIO Women's Activities Coordinator Cynthia McCaughan noted that despite "a gigantic leap" in the number of family leave provisions in union contracts, only 36 percent of collective bargaining agreements provide for extended maternity leave.

Both collective bargaining and the legislative process are needed to deal with family issues in the workplace, she emphasized.

Top officers

Miller, who is a vice president of the AFL-CIO and of the Clothing & Textile Workers, was re-elected president.

The newly elected executive vice president is Clara Day, a business agent for Teamsters Local 743 in Chicago. She succeeds Addie L. Wyatt of the Food & Commercial Workers, a CLUW officer since the organization's founding and now the organization's executive vice president emeritus.

Delegates re-elected Gloria Johnson of the Electronic Workers as treasurer, Lela Foreman of the Communications Workers as recording secretary and Elinor Glenn of the Service Employees as corresponding secretary.

Pat Scarcelli of the UFCW was elected a new vice president and seven incumbents were re-elected.

Fire Fighters mourn dead

Kansas City—The Fire Fighters have called for a congressional investigation of a hazardous materials fire at a construction site that killed six members of IAFF Local 42.

IAFF President Alfred K. Whitehead termed the deaths a "tragic addition to the growing national list of hazardous material accidents" and said the circumstances warrant federal action.

The fire fighters were killed Nov. 29 when two trailers loaded with 23,000 pounds of ammonium nitrate blew up.

A memorial service for the fire fighters was held on Dec. 2 at Arrowhead Stadium. The dead IAFF members are Gerald C. Halloran, 57; James H. Kilventon Jr., 54; Thomas M. Fry, 41; Luther E. Hurd, 31; Robert D. McKarnin, 42, and Michael R. Oldham, 32.

The IAFF said the fire fighters did not know the trailers contained explosives, even though a city official had issued a permit to the construction company for on-site storage of hazardous materials.

Whitehead pointed out that the local union had been trying without success for some time to get authorization for a comprehensive hazardous materials response team within the department.

Unions scoff at paper tags as safeguards for workers

Houston—A proposed federal standard for de-energizing machinery for maintenance and repairs is "weak and unsatisfactory" and could increase the number of injury-causing job accidents, the AFL-CIO and several affiliates warned.

Testifying before an Occupational Safety & Health Administration panel, federation safety specialist Diane Factor said OSHA's "subtle change" allowing the substitution of paper tags for locks in deactivating and de-energizing equipment for servicing "virtually guts the standard." OSHA changed the proposal's key terminology from "appropriate lockout/tagout devices" to "lockout and/or tagout devices."

Factor cited a study showing injuries rose when just tags or warning signs were used. Only the use of lockout devices, which immobilize the machinery, decreased the injury rate.

She urged adoption of earlier OSHA language that provided broad coverage and mandated lockout of energy sources. Factor pointed out that more than 10 million workers in construction, maritime, agriculture, gas extraction and public utilities will not be covered by OSHA's proposed rule. She scored the agency's "empty promise" that those industries will be covered in future rulemaking. Factor said the proposal's scope is too narrow, covering only "servicing or maintenance of machines or equipment."

Auto Workers Vice President Mark Stepp told the OSHA panel that 1,100 local UAW leaders recently adopted without dissent a resolution declaring OSHA's proposal "completely inadequate." The union had petitioned the safety agency in 1979 for an emergency standard.

Stepp said allowing employers the option of substituting paper warning tags for locks "is a smokescreen for a short-cut procedure that doesn't give the worker control over his or her own protection." He urged provisions for worker participation in the design of lockout programs, adequate training, group lockouts procedures, and coverage of plug-in and cord type equipment.

Union members killed

UAW safety chief Frank J. Rapp testified that 73 UAW members have been killed since 1973 in accidents involving sudden energizing of equipment—51 of those deaths occurred since 1979.

Frank Grimes, a safety specialist with the Steelworkers, told the panel, "Sometimes I get the feeling that a spare part or a television is more important than a human life," noting that companies usually have locks on their storerooms and warehouses and "just about everything of value. He presented information on the deaths of two dozen USWA members who were killed in accidents that could have been prevented by an adequate lockout standard.

Pennsylvania votes to raise state's wage floor to $3.70

Harrisburg, Pa.—Pennsylvania's legislature gave up waiting for Congress to raise the federal minimum wage and voted to increase the state minimum by 35 cents an hour, to $3.70.

Unions in Pennsylvania had made a rise in the wage floor a major legislative goal, and State AFL-CIO President Julius Uehlein termed the measure "a victory for the lowest paid workers" but still short of what is needed.

He said the state federation will press for additional step-ups in the minimum when the newly elected legislature convenes in January as well as support congressional action to raise the federal wage floor. Under both the state and federal laws, minimum wage workers have gone eight years without an increase.

State actions

Pennsylvania is the 12th state to move its wage floor higher than the $3.35 federal level. The most recent was Washington, where voters by a 4-1 margin approved a ballot initiative raising the state's subpar wage floor from $2.30 to $3.85 on Jan. 1, and to $4.25 a year later.

An estimated 250,000 Pennsylvania workers are now paid at the $3.35 level, with another quarter-million above that mark but below the new $3.70 rate, which goes into effect Feb. 1. Gov. Robert P. Casey (D) supported the rise and will sign the bill into law.

In Pennsylvania's politically divided legislature, the House passed labor-supported minimum wage increases on three occasions this year in an effort to prod the Senate into action. In mid-November, it voted by a bipartisan 127-67 margin to raise the wage floor by 40 cents a year, to reach $4.55 an hour in three years.

The Republican majority in the Senate, after blocking a vote on the House's three-year bill, agreed to support a one-year, 35-cent increase that then passed the Senate unanimously. The House accepted the measure on the eve of adjournment by a 191-2 vote.

State legislatures have been prodded to act by the failure of Congress to raise the federal minimum from the $3.35 level set in January 1981.

Lawson appointed to new staff post

Renate M. Lawson has been appointed assistant director of the AFL-CIO Division of Reproduction, Mailings & Subscriptions.

Lawson, 43, joined the federation's headquarters staff in 1971 as a clerk-typist and has served as office manager of the division for the past six years. She is a member of Office & Professional Employees Local 2.

Schedule of Labor Studies Center courses

The George Meany Center for Labor Studies will offer nine workshops during December and January. The schedule:

Occupational Health & Safety, Dec. 11-16—Institute on new legal issues in construction labor law, practical applications through case studies.

Organizing Techniques I, Dec. 11-16—Introduction to basic organizing skills for new organizers and a refresher course for veterans.

Organizing in the Construction Industry II, Jan. 8-13—Session on techniques of salting jobs, leafletting and picketing campaigns, unfair labor practice strikes and "bottom-up" recruiting.

Personal Computers for Local Unions, Jan. 16-20—Institute on the uses of mini- and micro-computers for local union staffs.

Service Contract Act, Jan. 17-19—Training session for union staff who represent workers covered by the federal law.

Newswriting & Editing for Union Publications, Jan 22-27—Workshop for union editors who want coaching on the basics of publishing readable, interesting and credible publications.

Arbitration Techniques, Jan. 22-27—Course on presenting mock cases before professional arbitrators. Sessions will be videotaped.

Basic Labor Law, Jan. 22-27—Study of labor law fundamentals, current trends and new decisions on bargaining, servicing and union administration.

College Degree Program, Jan. 29-Feb. 3—Members of AFL-CIO affiliates work in residence at the center on bachelor's degrees from Antioch University.

AFL-CIO affiliates and departments using the campus in December for their own staff training programs are AFL-CIO International Affairs Conference, Dec. 4-9; Amalgamated Transit Union, Dec. 4-9; Communications Workers, Dec. 6; AFSCME, Dec. 11-16; and Service Employees, Dec. 11-16.

More information on studies programs is available from Janis Underwood, registrar, George Meany Center, 10000 New Hampshire Avenue, Silver Spring, Md. 20903. Phone 301/431-6400. The programs are open to full-time leaders of all AFL-CIO unions. There is no charge for tuition.

Food union welcomes IBP safety-health plan

Morrell threatens workers to protest fine

Food & Commercial Workers at the nation's second largest meatpacker, IBP Inc., are counting on a landmark settlement the firm reached with the Occupational Safety & Health Administration to reduce worker injuries. But the picture is sharply different at meatpacker John Morrell & Co., where UFCW members were threatened with the lost of their jobs if they didn't sign a letter to OSHA protesting the agency's $4.3 million fine.

UFCW President William H. Wynn and IBP Executive Vice President Maurice McGill hailed the settlement with OSHA, and a separate agreement reached between the union and the company. IBP had been charged with hundreds of record-keeping and other safety and health violations at its flagship plant in Dakota City, Neb., that resulted in a proposed $5.6 million penalty. Under the settlement agreement, the fine was reduced to $975,000.

Wynn said the planned program can "begin to reverse the terrible toll of injuries and illnesses" that result from repetitive motion tasks in the meatpacking industry. Wynn said the union wants to extend the type of program planned by IBP throughout the industry. He pointed out that the settlement was the result of negotiations involving the union, IBP and the AFL-CIO Food & Allied Service Trades Dept.

Spinoff benefit

UFCW Local 222 President William J. Schmitz said the members are pleased that the knowledge gained at Dakota City will be put to use protecting thousands of packinghouse workers at IBP's other plants and throughout the industry.

The effort at IBP involves the testing of different types of production flow and redesign of equipment, setting up training programs for new employees by next February and revising medical procedures. The company will hire an ergonomist and other medical personnel for various phases of the program, UFCW said.

IBP will be required to correct its record-keeping errors back to 1986 and must within two years fully implement engineering and administrative control recommendations regarding the jobs cited by OSHA.

Schmitz said a key part of the agreement is the designation of 15 union members as ergonomics monitors, who will be trained to analyze jobs and spot symptoms of ergonomic stress. They will conduct surveys of work areas and recommend solutions. A labor-management committee will resolve any disputes and establish a priority list, beginning with the items cited by OSHA.

IBP, which employs 21,000 workers in 15 plants, had been cited by OSHA last year for numerous record-keeping violations. The investigation came after the UFCW showed the firm was keeping two sets of injury and illness logs—one that contained only a small portion of the actual jobsite incidents. It helped block general safety inspections at the company for a number of years.

In addition to the Dakota City workers, UFCW represents the IBP employees in Joslin, Ill.

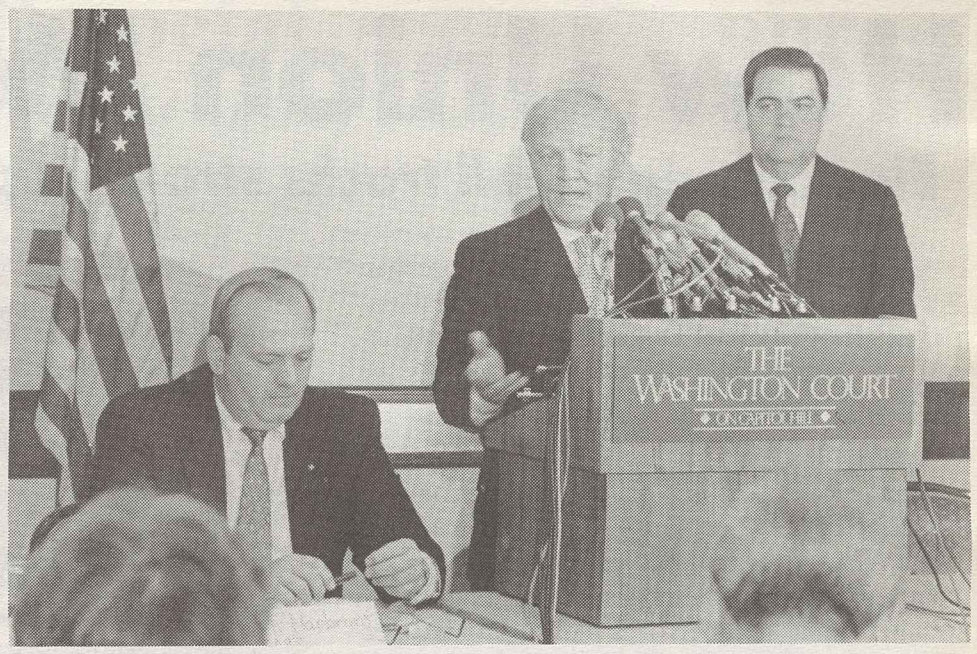
Morrell battle

The Morrell Co., meanwhile, released a letter signed by 700 employees at its Sioux Falls, S.D., plant protesting the proposed $4.3 million fine issued for the numerous safety and health violations that have resulted in numerous injuries to Morrell workers. OSHA had found that 722 Morrell workers were daily exposed to significant risk of injury caused by repetitive motions, including carpal tunnel syndrome.

The Morrell workforce at Sioux Falls currently consists of about 1,200 scabs and less than 700 UFCW members. The scabs were hired during a sympathy strike at the plant in 1987.

UFCW Local 304A President Jim Lyons said a number of workers were threatened with the loss of their jobs if they did not sign the letter to OSHA Administrator John A. Pendergrass. The UFCW said the letter was "drafted by the company's public relations department and circulated by supervisors."

The letter said the employees protest the OSHA citations and the "untruthful nationwide publicity that went with it." In the letter, the workers called the citations "unfair and unwarranted," and said "we believe you have been completely misled by the UFCW in its attempt to use OSHA to support their labor-management disputes."



UFCW President William H. Wynn explains safety agreement at a Washington press conference. Joining in are FAST President Robert Harbrant, left, and IBP Executive Vice President Maurice McGill.

Oswald assails trade bonus to countries that flout rights

The United States Trade Representative should evaluate worker rights practices in all countries that have been awarded trade privileges under the Generalized System of Preferences program, the AFL-CIO insisted.

Testifying before the Commerce Dept.'s trade policy subcommittee, AFL-CIO chief economist Rudy Oswald expressed concern over the subcommittee's failure to initiate reviews of worker rights' violations, stressing that trade law requires that the trade practices of all GSP-eligible countries be reviewed annually.

The panel's decision "to select only some countries for investigation" has resulted in a haphazard, indefensible process, under which Thailand, for example, "with its atrocious, shameful and well-deserved reputation for abusive child labor, has been exonerated by this subcommittee" even before hearings began, he declared. In contrast, Israel has all but been indicted as a worker rights' violator because of calls for investigation of its policies, Oswald maintained.

U.S. trade law requires that countries benefiting from the GSP program observe and enforce worker rights' provisions which are outlined by the International Labor Organization. These are the rights of association and to organize and bargain collectively, a ban on forced or compulsory labor, a minimum age for the employment of children and acceptable wages, hours and working conditions.

Last June, the AFL-CIO called on the U.S. Trade Representative to remove GSP benefits from Burma, the Central African Republic, Haiti, Indonesia, Malaysia, Syria, Thailand and Turkey because of policies in those countries that deny workers the right to free association. Thailand, Turkey and Indonesia also were named in petitions filed by the AFL-CIO a year earlier.

The trade representative's office again rejected the federation's evidence on worker rights violations in Indonesia, Thailand and Turkey, Oswald said, claiming the information was not "new," but only provided additional confirmation of earlier charges filed by the AFL-CIO. But the allegations regarding the labor situation in those countries have not been addressed, he stressed. The answer to the question "are these countries 'taking steps' to improve worker rights" is clearly no, he added.

But Oswald expressed dismay that Israel was accepted for review while the worker rights' violations of Indonesia, Thailand and Turkey "are not even to be examined."

"While we continue to believe that USTR should review practices in all GSP countries, the petition regarding Israel is totally without merit," Oswald said.

13,000 Maine state employees join SEIU

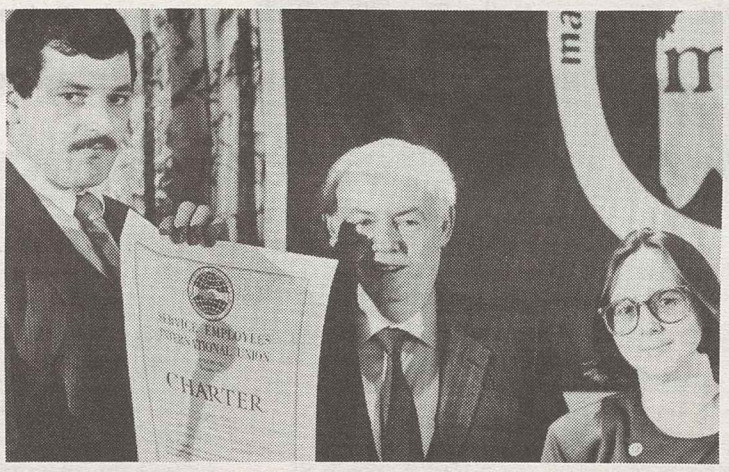
Rockport, Me.—The Maine State Employees Association voted in convention to affiliate its 13,000 active and retired members with the Service Employees.

The MSEA represents five bargaining units of state and local government employees in Lewiston and service workers at the Maine Maritime Academy. The state employees organization has been in existence for more than 45 years and was one of the largest unaffiliated public employees unions in the country, the SEIU noted.

SEIU President John J. Sweeney, in presenting the MSEA its charter as Local 1989 during the convention, said:

"You help us by adding your voices to the 450,000 public employees we already represent in 40 states. We help you by adding the clout of 43,000 public workers we represent in New England, and we help each other as partners to win for ourselves and our families the wages, benefits, rights and respect we so richly deserve."

Under provisions of the affiliation agreement, MSEA will enroll its 10,000 active members with the Maine AFL-CIO and all 3,000 of its retirees will become members of the National Council of Senior Citizens.



SEIU President John J. Sweeney, center, presents charter to MSEA President James Webster and Vice President Mary Anne Turowski during the convention.

Bakers frost wages in Keebler contract

The Bakery, Confectionery & Tobacco Workers ratified a three-year agreement with the Keebler Co. that provides pay raises of $1.45 an hour for 3,500 workers at plants in Atlanta, Cincinnati, Denver, Macon, Ga., Grand Rapids, Mich., and Van Nuys, Calif.

Hourly pay went up 40 cents on ratification, and will rise 45 cents next November, 50 cents a year later and 10 cents in May 1991. Pay will range from $11.97 to $16.11 an hour. Skilled journeymen will get an extra 10 cents an hour in 1989 and 1990. Pensions for future retirees will rise to $750 in 1990 and $800 in 1991.

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How Union Members Voted

Election night poll tracks strong support for COPE-backed candidates

Members of AFL-CIO unions voted more than 2-1 for the labor-endorsed Democratic presidential ticket of Michael Dukakis and Lloyd Bentsen, an election night poll commissioned by the federation found.

The poll by the Thomas J. Wilson Center for Attitude Research was based on a nationwide sampling of 1,212 persons—76 percent members of an AFL-CIO affiliated union and 24 percent spouses or other members of the household. While the margin of error is plus or minus 3 percent, the result closely corresponds with an ABC network Election Day exit poll that showed 67 percent of voters from union households voting for Dukakis and Bentsen.

The federation poll showed that four out of five members recalled getting information from their unions about the election. They rated the information:

Very good	18%
Good	27%
Not very good	7%
Not good at all	6%
No information from union	14%

Union Contact On Election

Respondents were asked if they or their households received information from their unions over the last several months about the 1988 elections:

Yes, contacted by union	80%
No, not contacted by union	15%
No answer	5%
Method of contact	
Mail	65%
Mail and Phone	6%
Mail and Personal Contact	3%
Personal Contact	2%
Phone	1%
All of the above	3%

Note: AFL-CIO COPE phone banks and some national and international affiliate phone banks did not identify themselves as union phone banks.

Voting Preferences For President

	% Dukakis	% Bush
AFL-CIO members	69	31
AFL-CIO households	68	32

For Senate

COPE-endorsed candidates	71%

Includes COPE endorsements for 31 of 35 Senate races—30 Democrats and one Republican, Weicker of Connecticut.

For House

Democratic candidates	71%
Republican candidates	29%

Because the data obtained in this survey cannot be broken down by Congressional Districts, a separate percentage for COPE-endorsed candidates is not available. In 435 House races, 349 Democratic candidates and 10 Republicans were COPE-endorsed.

For Governors

COPE-endorsed candidates	72%

Includes COPE endorsements for 11 of 12 races; no endorsement was made in Rhode Island.

Political Party Preferences

Does not include non-respondents.

Democratic Party		57%
Includes:		
Strong Democratic	39%	
Lean Democratic	18%	
Republican Party		19%
Includes:		
Strong Republican	11%	
Lean Republican	8%	
Independent*		23%

**Of those who said they were Independent, 85 percent said they did not lean toward either party, 10 percent reported that they leaned to the Democratic Party, and 5 percent reported that they leaned to the Republican Party.*

Issues Affecting Decision In Presidential Race

Respondents were asked to indicate the single most important issue that influenced their decision in the Presidential contest:

Unspecified domestic issues	14%
The economy	10%
Candidate's stance on issues	8%
Pro-worker attitude of candidate	8%
Candidate's experience	6%
Candidate's party	6%
Candidate's personality	5%
Job creation	4%
Crime	3%
Family issues	3%
Tax position of candidate	3%
Defense spending	2%
Foreign affairs	2%
Iran/Contra scandal	2%
Negative campaigning	2%
Defense policy	1%
Trade policy	1%
Vice Presidential choice	1%
No answer	14%
No issue considered compelling	4%

Sources of Information On Issues

Respondents were asked to specify the sources of information on the issues that they found most informative:

Television	28%
Newspapers	25%
Union	8%
Democratic Party	5%
None	2%
Religious organization	2%
Republican Party	2%
"Pro-Life" organizations	2%
"Pro-Choice" organizations	1%
Radio	1%
Gun or sports organizations	1%
Law enforcement organizations	1%
Other	1%
No answer	21%

Presidential Vote of Union Households by Key Subgroups

	% Dukakis	% Bush
AFL-CIO members—76% of respondents	69	31
Union households—24%	68	32
Party ID		
Strong Democratic—39% of respondents	95	5
Lean Democratic—18%	89	11
Independent—23%	50	50
Strong Republican—11%	12	88
Lean Republican—8%	11	89
Age		
18-24—3% of respondents	*	*
25-34—10%	57	43
35-44—24%	68	32
45-54—22%	64	36
55-64—22%	69	31
65+—18%	76	24
Gender		
Male—55% of respondents	64	36
Female—45%	70	30
Race		
White—83% of respondents	64	36
Black—10%	93	7
Hispanic—3%	*	*
Education		
Eighth grade—6% of respondents	*	*
High school—50%	67	33
Some college—26%	66	34
College graduate—9%	67	33
Post-graduate—8%	*	*
Work Sector		
Manufacturing—26% of respondents	75	25
Construction—16%	64	36
Government—14%	65	35
Service and health care—19%	66	34
Other—24%	66	34
Transportation—6%		
Communications—5%		
Utilities—5%		
Sales—3%		
Mining—1%		
Other—4%		
White Union Households		
All respondents	64	36
Age:		
18-39	61	39
40-54	60	40
55+	69	31
Gender:		
Male	62	38
Female	66	34
Education:		
Grade school or high school only	65	35
Some college, college or post graduate	63	37

*Note: Figures may not total 100 percent due to rounding. *Indicates the sample was too small to be statistically reliable.*

'Union, Si'

Youngsters join their parents in picketing the Mexican embassy to protest loss of some 400 U.S. jobs at Aeromexico, the government-owned airline. (Story on Page 6.)

Protests halt social security purge

Congress 'ready to act' if agency crimps benefit appeals

By David L. Perlman

The Social Security Administration bowed to a storm of protest and scrapped a labor-opposed plan to make it harder for the disabled and elderly to appeal a denial of benefits.

It was put on stern notice that Congress will keep a watchful eye to make sure that the proposal isn't revived later in a new guise.

Word of the proposal leaked out last month, raising fears that the agency was planning to repeat a purge of disability rolls it attempted early in the Reagan Administration.

The agency's Office of Hearings & Appeals, which drew up the plan, contended regulations should be tightened because more than half of the people appealing denial of social security benefits were winning their cases.

AFL-CIO Social Security Director Bert Seidman said the motivation—to tilt the scales against the disabled and elderly in order to improve the agency's "win" percentage—was even more outrageous than the proposal itself.

Even though Congress is not in session, alarm bells went off on Capitol Hill.

The House Ways & Means Committee, which deals with social security legislation, immediately scheduled a hearing and summoned members back to Washington. Thirty-six senators signed a letter of concern to President-elect Bush. Fifty-one House members joined in a letter to Health & Human Resources Sec. Otis R. Bowen.

On the weekend before the House hearing, Social Security Commissioner Dorcas R. Hardy announced her rejection of the rules change sought by the agency's Office of Hearings & Appeals. She said it caused "undue alarm to the American public" and did not reflect her goal to make the system "more equitable, compassionate and efficient."

Committee Chairman Dan Rostenkowski (D-Ill.) went ahead with the hearing anyway. He said it shows that Congress is prepared to "act swiftly" if social security regulations are contrary to the intent of Congress.

The proposed regulation would have set an early deadline—seven days before a scheduled hearing—for persons appealing a denial of benefits to submit evidence to back up their claims.

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AFL-CIO news

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UNION YES

Hazard data standard upheld in court battle

Workers have 'right to know' of risks

By Arlee C. Green

Philadelphia—Construction and grain industry challenges to the federal hazard communication standard were rejected by the 3rd Circuit U.S. Court of Appeals in a decision hailed by unions.

"This is certainly a victory for workers," said James Lapping, safety director for the AFL-CIO Building & Construction Trades Dept. He stressed that "responsible contractors implemented the standard's requirements two years ago and they haven't proven to be a burden on the industry."

The industry challenges were filed to block implementation of the Occupational Safety & Health Administration's hazard communication standard, a rule that had earlier been the subject of suits by the Steelworkers and 14 other unions that led to its expansion to cover all industries.

The first suit was filed in 1985 to get OSHA to extend coverage beyond the manufacturing sector. After nearly two years of inaction, the unions filed a second suit to force OSHA to comply with the previous court directive.

The hazard standard requires employers to label containers and other items containing toxic substances, provide worker training and ensure that material safety data sheets from chemical manufacturers are available for their employees.

The Associated Builders & Contractors, a nonunion construction industry group, and its union counterpart, the Associated General Contractors, each had asked the court to block the rule, as had the National Grain & Feed Association and United Technologies Corp. At the request of the BCTD, the suits were consolidated in the 3rd Circuit.

Chief Judge John J. Gibbons, writing for the three-judge panel, said none of the employer challenges has merit, and dropped the court's stay of the standard as it applies to the construction and grain industries.

The court rejected the petitioners contention that OSHA failed to provide "adequate notice of proposed rulemaking affecting their industries." The ruling pointed to the earlier Steelwork-

Continued on Page 3

Surveying the damage

North Carolina AFL-CIO President Christopher Scott, right, and Chuck Johnson, Red Cross liaison with the federation's community services, inspect tornado damage in the Raleigh area. Teams of labor volunteers—working out of a CWA union hall—bolstered the relief efforts. (Story on Page 5.)

Boston hotel union wins housing plan

Boston—If Congress cooperates, hotel workers here will be able to obtain housing grants and low-cost loans from a special trust fund negotiated by their union.

A breakthrough contract that Hotel Employees & Restaurant Employees Local 26 negotiated for 3,500 members includes a 5-cent-an-hour employer contribution to what is anticipated as a jointly administered housing trust fund.

The contract directly covers nine Boston hotels; four others have agreed to accept its terms.

Besides the innovative housing fund, the union negotiated pay increases averaging 16 percent over the three years of the contract term. Another new provision sets up an education fund with three components—English language instruction, a literacy program, and college scholarships. In other contract gains, pension funds are increased, voter registration will be conducted at hotels and maids will have to clean only 15 rooms a day, down from 16.

HERE Local 26 President Domenic Bozzotto said the housing fund was a goal set by the union's 165-member negotiating committee, and the local hopes to extend the concept to other contracts as they come up for renewal.

But it may be necessary to change federal labor law, an area the union is exploring.

Under the restrictive terms of the Taft-Hartley Act covering the establishments of joint trusts through collective bargaining, amendments to the law are periodically needed to keep up with the broadened scope of collective bargaining. In recent years, legislation was enacted to permit labor-management trust funds for benefits such as child care and group legal services.

The Boston hotel contract put the employer payments to the proposed housing fund in escrow. If after 18 months, there are still legal obstacles, the money will be put in the union's health and welfare fund, which includes medical, dental and eye care benefits.

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12/10/88

Sec.-Treas. Donahue

HRDI marks 20th anniversary

The AFL-CIO's Human Resources Development Institute marked its 20th anniversary with a reunion party for the men and women who shaped labor's innovative employment and training programs during the past two decades.

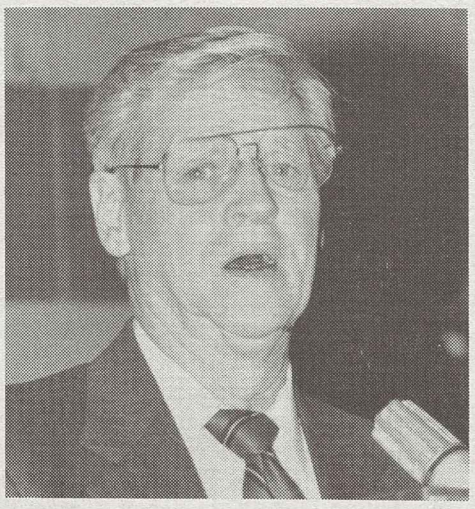
Then it was back to work. After the evening of celebration and reminiscence, a staff conference the next morning explored today's problems of helping displaced workers cope with plant closings and handicapped workers re-enter a changing job market.

In its 20 years, HRDI programs have developed an estimated quarter-million jobs. It has placed more than 100,000 unemployed workers, many of them union members who were victims of plant closings.

AFL-CIO Sec.-Treas. Thomas R. Donahue and HRDI President Alan Kistler spoke at the anniversary dinner of the challenges HRDI has faced and the people who faced them.

HRDI was created in 1968 to "widen the gates that lead to the world of work," Donahue recalled. It utilized Labor Dept. funding, the trade union movement's practical expertise, and job opportunities provided by cooperative employers. George Meany and Labor Sec. Willard Wirtz jointly announced its birth.

Then as now, Donahue noted, HRDI's staff was "drawn from the ranks of the working people they serve." They never lost sight of the fact that there are "flesh-and-blood men and women" behind the cumbersome term "human resources," he stressed.


HRDI's Alan Kistler

Julius Rothman, HRDI's warmly remembered first president, broke new ground with programs that developed job opportunities for disadvantaged workers and provided on-the-job support through a "buddy system" of union members who were given special training for their role. HRDI was on the scene early with effort to help place returning Vietnam veterans in jobs with a future.

Kistler, who took over the helm in 1975 after Rothman's death, led HRDI during periods of both expansion and contraction as programs launched in the 1970s struggled for sparse funds in the Reagan era.

As Donahue noted, HRDI was involved in special programs for youth, apprenticeship outreach to bring minorities and women into the building trades, pioneering programs for native Americans, and an ex-offender program to help persons leaving prison to become productive members of society.

Especially important is its continuing role in providing technical assistance to unions and central bodies that have taken on major responsibilities for employment and training programs.

With HRDI Executive Director Michael G. McMillan at the anniversary celebration were predecessors who moved on to other responsibilities within the labor movement —Michael Arnold, Charles Bradford, Robert M. McGlotten and Merlin Taylor, HRDI's first director. There were HRDI veterans who staffed a once extensive field service—now down to five—and carried out programs that were victims of massive funding cuts.

Donahue termed the Reagan Administration's failure to continue funding of such training programs "a great loss not only to working people, but to industry, to the economy as a whole" and to society.

But despite limited resources, he said, HRDI is continuing to "make the most" of every dollar at its disposal.

"Congress has written job training and labor participation into the new plant closing law, the new dislocated worker program, the new trade adjustment assistance program and the new welfare reform law," Donahue observed.

Now as in the past, he stressed, "HRDI has an important role to play."

BLS pay survey understates union contract gains

Union workers covered by collective bargaining agreements negotiated during the first nine months of 1988 won first-year wage increases averaging 2.5 percent and annual wage gains of 2.4 percent over the contract term, the Bureau of Labor Statistics reported.

The BLS survey was based on 322 contracts covering about 1.4 million workers in bargaining units of 1,000 or more workers. The last time the parties bargained, workers averaged first-year wage gains of 1.9 percent and annual increases of 2.6 percent over the contract term.

However, the BLS report excludes lump-sum payments, profit-sharing distribution and other economic gains negotiated by unions, the AFL-CIO pointed out.

Federation economist John Zalusky said the report "dramatically understates what's taking place at the collective bargaining table" by ignoring the value of bonus payments, funds allocated to skill training programs and other negotiated benefits.

"Many unions have concentrated their bargaining efforts on improving workers' skills to assure their employability in the event of plant closings and have also focused on job security programs. These efforts are not reflected in the statistics but have real value to workers," he noted.

Employer costs

Zalusky said the statistics imply that union workers' wage gains are less than those of nonunion workers. But a separate BLS series—the employer cost index—calculates the value of total compensation for both union and nonunion workers. That survey found that total compensation for union workers in blue-collar jobs increased 4.8 percent, while nonunion blue collar workers gained 4.3 percent.

The AFL-CIO's analysis of 1988 BLS statistics found that union workers currently earn hourly wages of about $12.50, while their nonunion counterparts earn $10.25. But when benefits are added, union workers earn $19.11 while nonunion workers earn $13.82, Zalusky said, adding "the difference might be called 'nonunion' dues."

The BLS contract report found that 26 percent of the workers covered by the survey won lump-sum bonuses, particularly in transportation, electrical and electronic equipment manufacturing and petroluem refining. More than half of all manufacturing workers covered by the survey had contracts calling for lump-sum bonuses, while just 10 percent of non-manufacturing workers reviewed bonus payments.

Excluding the lump-sum payments, first-year wage gains for manufacturing workers averaged 2.3 percent, with annual gains of 2.2 percent over contract term. Non-manufacturing workers won first-year wage gains averaging 2.7 percent and annual gains of 2.5 percent over the contract term.

Contracts for 40 percent of the 1.4 million workers included cost-of-living payments.

First-year gains

In the construction industry, contracts negotiated during the January-September period posted first-year gains of 2.4 percent with an annual increase of 2.7 percent over term.

There were 638,000 workers covered by 103 contracts that had expired or were reopened, but negotiations were not completed before Oct. 1. More than half of this group are employed in the railroad industry.

An additional 248,000 workers are included under 76 major contracts set to expire or be reopened during the October-December period.

OSHA blows late whistle on trucking industry abuse

The Occupational Safety & Health Administration issued a final rule to protect workers in interstate trucking from employer reprisals for filing complaints or otherwise exercising their right to safe working conditions.

It took OSHA six years to implement the "whistleblower" rule under provisions of the 1982 Surface Transportation Assistance Act. An interim regulation had been in effect since Nov. 21, 1986. The new rule prohibits employers from disciplining, firing or harasssing workers who refuse to operate an unsafe vehicle or reporting violations of vehicle safety requirements.

Teamsters Safety Rep. Vernon McDougal said the union had worked hard to get the driver protections incorporated into the law passed by Congress. "Today, when so much of the government's truck safety efforts are aimed at penalizing drivers, Sec. 405 gives drivers, particularly those without the protection of a union contract, important job protection when they raise safety concerns," he said.

Timetable ignored

The significance of these rules is that it sets forth administratively how OSHA will process worker complaints. He noted that a recent report of the Government Accounting Office, the investigative arm of Congress, faulted OSHA for not meeting the timetable set by law for processing worker complaints. The GAO study said that in 56 percent of the cases, OSHA did not complete its investigations and report its findings within the 60 days required by law.

That report also criticized the agency for not adequately publicizing the existence of these worker protections. OSHA had put two notices in the Federal Register, issued a press release, and produced a pamphlet in May 1987.

In announcing the final rule, OSHA said it has begun a major outreach program to inform truckers of their rights and protections under Sec. 405.

Agency responsibility

OSHA was given the responsibility under the transportation law of investigating worker complaints of discriminatory action by an employer. It can order an employer to abate the violation and reinstate workers to their former positions with backpay and possible compensatory damages.

Under the rules, workers have to file a complaint with OSHA within 180 days of the alleged discrimination, after which the agency has 60 days to investigate and issue a finding. OSHA findings can be appealed to the Secretary of Labor and eventually the courts.

OSHA said that it received 1,436 complaints between January 1983 and October 1988 and has completed investigation of 1,349 cases. About 50 percent of the claims that are filed, however, are dismissed initially because they are late or have no merit under the law and many others are settled informally during the investigation process, OSHA insisted.

Conference participants call for congressional focus on work and family issues. From left, Isabel Sawhill, Urban Institute; Leon Shull and Calvin George, National Committee for Full Employment; Gerald McEntee, AFSCME, and Jeff Faux, Economic Policy Institute.

Leaders group looks at job issues

Labor, business and community leaders explored work and family concerns with an eye to developing needed programs at a day-long conference in Washington.

The Leadership Roundtable on Jobs & Training Initiatives for the 1990s was sponsored by the labor-backed National Committee for Full Employment and the Economic Policy Institute. Some 50 participants considered legislative priorities for the new congressional session aimed at improving public and economic policies affecting workers and their families.

AFSCME President Gerald W. McEntee, who co-chairs the employment committee with Coretta Scott King, stressed that "the new Congress needs to complete the agenda on health care, parental leave and child care."

Other participants included Presidents Owen Bieber, Auto Workers; John J. Sweeney, Service Employees, and Lynn R. Williams, Steelworkers, economists Jeff Faux and Pat Choate and Executive Director Calvin George of the Committee for Full Employment.

Labor Dept. guidelines set full 60-day notice

Interpretation of plant closing law

The Labor Dept. recommended that employers subject to the plant closing law play it safe and give workers a full 60 days' notice of any shutdown or large layoff that takes place on or after Feb. 4, 1989. That's the date the Worker Adjustment & Retraining Notification Act that Congress passed last July takes effect.

It's what the law requires, congressional sponsors of the law and the AFL-CIO contend. But employer associations argue that a full 60 days' notice won't be required until Apr. 5, because the law wouldn't have been in effect 60 days before that date.

The Labor Dept. didn't actually decide the controversy. But it suggested employers would be "best advised" not to try to fudge on the law since the courts might reasonably agree with the union argument. Thus notice for a layoff scheduled for Feb. 13 should be given by Dec. 15.

The Labor Dept. issued its "interim interpretive rule" as a guide for firms and workers. It will put out a final version in April, after getting more comments from interested groups, but even that will be only advisory.

Short-notice penalty

The law requires firms to reimburse workers one day's pay for every day that it falls short of the 60-day requirement, unless a shutdown was based on developments that couldn't reasonably be foreseen. A firm can also be required to pay up to $500 a day to a city for failure to give notice.

Enforcement is up to federal courts. But while the courts don't have to follow the Labor Dept.'s guidance, they often defer to the interpretation of government agencies unless there is strong evidence to the contrary. The interim regulations left some questions unanswered, but contained a strong warning against manipulation of notices so as to evade the law's intent.

The notification law applies to firms with 100 or more workers—for a closing affecting at least 50 workers at a single site, and for a layoff of at least six months of 50 or more workers constituting at least one-third of the workforce. It also covers any layoff of 500 workers, even if the group is less than one-third of the employees.

Illegal tactics

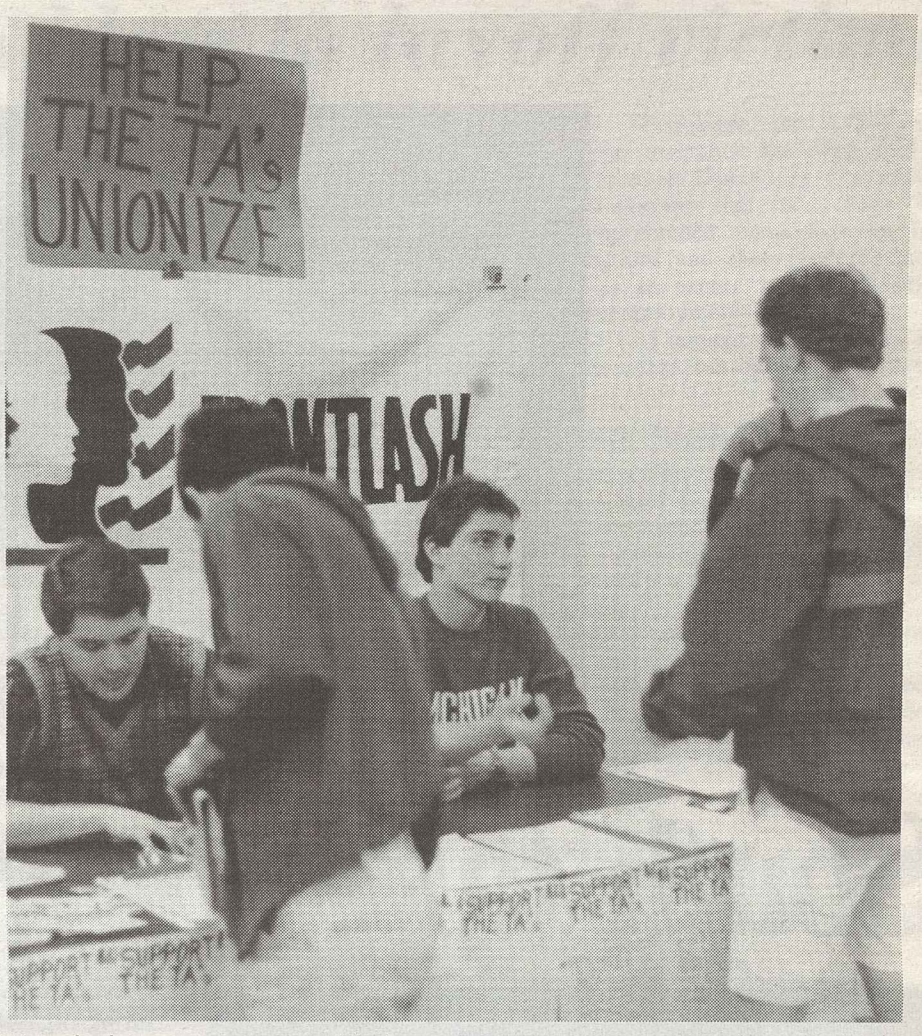
Unions worry that employers will try subterfuges, such as staggered layoffs to stay under the law's trigger point or sticking meaningless layoff notices in every worker's pay envelope every week.

The Labor Dept. made clear that so-called "rolling notices" of layoffs don't meet the law's requirements. "Routine periodic notice of a possible plant closing or mass layoff is not permitted," the department said.

It also made clear that the sale of a business or part of a business does not affect the 60-day notification requirement. If the seller has not given the required notice to workers, the buyer must do so before carrying out a cutback covered by the law.

Where there is a collective bargaining agreement, the employer's obligation is to notify the union, as well as the local government.

In a related area, as of next July 1, states will be required to have in place a rapid response system to send teams into communities faced with heavy layoffs to work with unions and management in setting up job retraining programs.



Frontlash supporters spread the union organizing message.

Teachers get organizing support from Michigan State's Frontlash

Lansing, Mich.—First on the agenda of Frontlash's newest members at Michigan State University was aiding a campaign by the Teachers to organize teaching assistants. And although they lost the first battle, MSU Frontlash members aren't giving up but are making plans for the next union representation election.

The Michigan AFT was contacted by a group of teaching assistants who were dissatisfied with the organizing campaign being run by an affiliate of the National Education Association. The MFT had just six weeks until a scheduled National Labor Relations Board election to talk union with 1,800 teaching assistants on campus.

Frontlash members stepped in to help, distributing posters, organizing a petition drive and going door-to-door to meet with the graduate student teaching assistants on the need for union representation.

The Frontlash chapter also leafletted in-boxes, made get-out-the-vote telephone calls to supporters and produced an ad showing widespread campus support for the union, to counter the administration's scare tactics and anti-union campaign.

When the votes were tallied, a "no union" decision came out on top, garnering 529 votes to 295 for the MFT. Union organizer Doris Miller said the six weeks' period was too short to counter the long-running MSU attacks.

But Frontlash members are ready to resume the battle to bring a union victory in the next election.

Frontlash has chapters on 12 college campuses across the country.

Court affirms hazard data standard

Continued from Page 1

ers' case, decided by the 3rd Circuit, that "exhaustively detailed the fact that the scope of industry coverage had been an important issue for public comment throughout the entire regulatory proceeding."

The judges rejected the industries' contention that the OSHA standard is invalid because it was promulgated without a significant risk determination. Their ruling stressed that in the previous two USWA cases, the court reviewed the agency record and found it sufficient.

The employer groups contended that OSHA did not make a significant risk determination for each chemical used in their industries. The court, however, said "there is no more obvious need for industry specific risk assessments for the construction and grain industries than for subdivisions of the manufacturing sector."

Rebuffing the employers' contention that OSHA must determine whether the requirements placed on employers are feasible, the judges said that the "main components of the hazard communication standard, except for chemical manufacturers, are training of workers and the maintenance of labels and material safety data sheets furnished by chemical manufacturers. These obligations hardly approach the limits of feasibility."

The grain employers also charged that OSHA unlawfully delegated rulemaking authority to the American Conference of Governmental Industrial Hygienists in setting threshold limit values for chemical substances used on the job. The USWA suit settled that question, the judges said. OSHA "need not itself evaluate specific chemical hazards," but can rely on information from manufacturers.

Factory productivity rate up 5.2%

Manufacturing productivity grew at an annual rate of 5.2 percent in the third quarter, the Labor Dept. reported, as output jumped 7.2 percent while regular hours and overtime rose just 1.8 percent.

AFL-CIO economist Bill Cunningham noted that unit labor costs in the manufacturing sector fell five-tenths of 1 percent, with labor costs for nondurable goods dropping 1.9 percent. That means workers are producing more goods for less pay and benefits but are not receiving their share of productivity gains, he said.

Cunningham pointed out that earnings have not been keeping pace with productivity for some time and noted that real wages have dropped 11.3 percent since 1978.

Overall nonfarm productivity grew at an annual rate of 1.9 percent—as output rose 3.4 percent and hours worked increased 1.5 percent.

That rate marked some improvement over the 2.4-percent decline in productivity posted in the second quarter. Over the year-ago period, nonfarm productivity grew just nine-tenths of 1 percent, a rate just about one-third of the 1983 level.

Increased productivity results from better education and training for workers, new equipment and technological advances and research and development efforts, Cunningham said. But the huge debt accumulated over the eight years of the Reagan Administration—plus billions of dollars spent on leveraged corporate buyouts that often result in plant shutdowns—will siphon off funds that could be used to further improve the nation's productivity, Cunningham emphasized.

"Those excesses will continue to sap the nation's living standards, with workers and their families expecially hard hit," he added.

Those funds should be spent on improving the nation's infrastructure, research and development efforts and other improvements, he stressed.

Women workers

In other economic news, a surge in women seeking and finding work drove up total employment to 116 million in November, the Bureau of Labor Statistics found.

But AFL-CIO chief economist Rudy Oswald pointed out that many more women are entering the labor force because "fewer families can make it on one wage earner's income."

He noted that BLS figures showed the biggest area of employment growth last month was among married women with a spouse present.

But as employment expanded, unemployment increased to 5.4 percent and the number of jobless persons swelled to 6.6 million from 6.5 million, BLS said. The number of part-time workers unable to find full-time jobs grew from 4.9 million to 5 million, while 930,000 discouraged workers had given up their job search last month.

The Labor Dept.'s payroll survey showed an increase of 70,000 manufacturing and 55,000 jobs, but the bulk of new jobs created—more than 344,000—was in the low-wage service sector.

In the 11 largest states, unemployment rose in seven, declined in three and remained constant in one. Joblessness in Michigan hit 7.4 percent while unemployment in Illinois took a hefty jump from 6.6 percent in October to 7.1 percent last month.

But for the most part, jobless workers would find no relief in state unemployment compensation programs. Just 29.7 percent of jobless workers received any benefits last month, said AFL-CIO compensation specialist James Ellenberger. No state was found eligible for extended benefits, he added, noting that none of the 653,000 workers classified as long-term unemployed could receive compensation.

Scheme dropped to purge disabled

Continued from Page 1

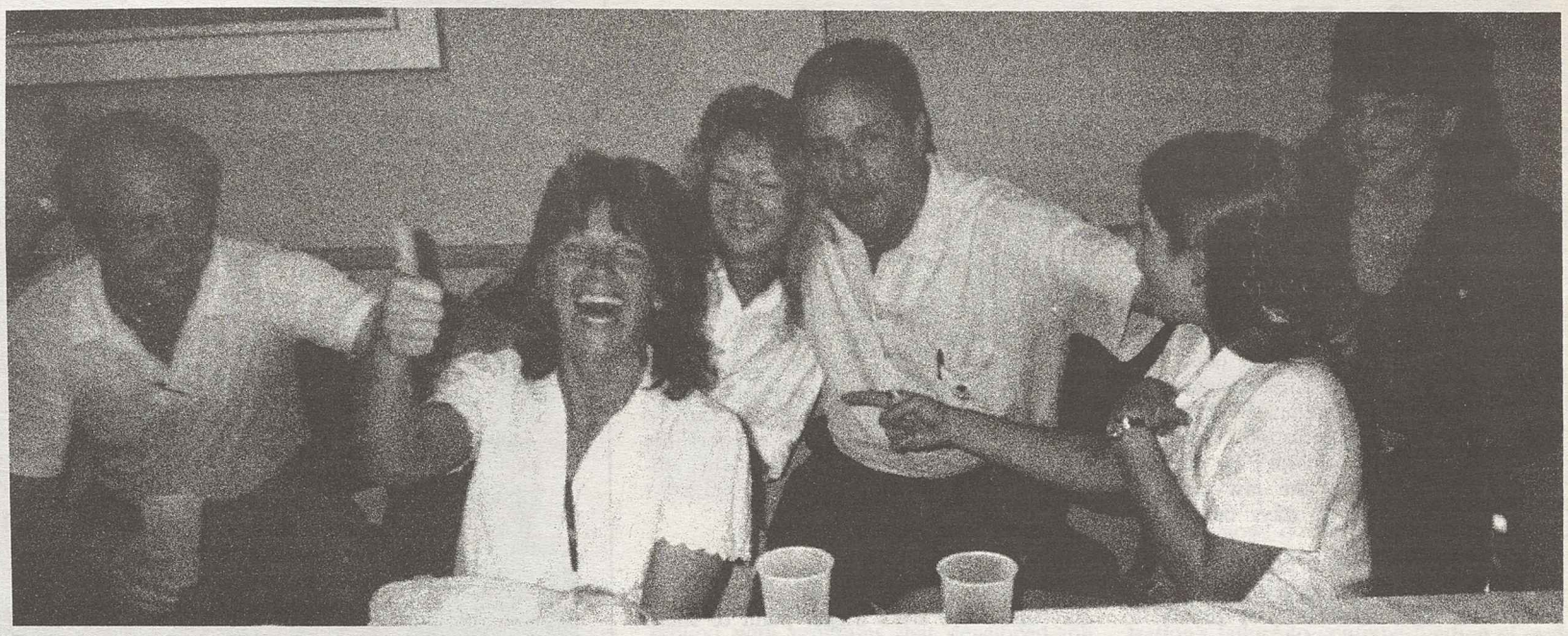
Besides affecting disability and retirement benefits, the regulation would have made it more difficult to appeal denial of claims involving Medicare and the Supplemental Security Income program for the aged, blind and disabled.

The Social Security Administration's principal witness, Deputy Commissioner Louis D. Enoff, complained that disclosure of the proposed regulations by the New York Times had a "chilling effect" on agency policy makers by discouraging them from creative proposals.

But Rep. Thomas J. Downey (D-N.Y.) countered that the only reason the agency decided to drop the proposed regulations was that its top officials "got caught and were embarrassed" by the publicity.

Early in the Reagan Administration, the agency came under sharp criticism for a purge policy aimed at getting people off the disability insurance benefit rolls.

There was a public outcry and Congress and the courts forced a change in policy. The Social Security Administration promised not to stop disability insurance payments if an appeal from a denial of benefits is still pending.



Paperworkers at White Consolidated Inc. plant in Athens, Tenn., celebrate organizing victory.

South takes new look at unions

Coordinated organizing drives bring key victories

By Candice Johnson

The South has long been considered hostile territory for union organizing. But more and more, unions are joining in cooperative campaigns—spurred by the AFL-CIO and its Industrial Union Dept.—and are building community support for workers' concerns. And these efforts are paying off.

In Florida, a coordinated drive by six unions—Food & Commercial Workers, Service Employees, Hotel Employees & Restaurant Employees, Teamsters, Theatrical Stage Employees and Transportation Communications Union—resulted in a National Labor Relations Board election win at Walt Disney World. The 1,300 workers voted by a 6-1 margin for union representation.

The Bakery, Confectionery & Tobacco Workers have filed a petition seeking an NLRB election for 280 workers at the Frito-Lay plant in Orlando.

The Teachers have been active throughout the southern part of the state and recently won an NLRB election for 1,100 school employees in Alachua County.

AFL-CIO Organizing Director Richard Wilson said the cooperative programs are key to the federation's organizing progress in the South. "Especially in Florida and Texas where the campaigns are bustling, the AFL-CIO's efforts to foster wider coordination among our affiliated unions are paying off," he said.

To bolster union participation, the federation is working to improve services it offers affiliates during organizing campaigns, including computer and research techniques and other programs, he added.

As part of the federation's Texas Triangle organizing effort, a drive intended to sign up "free riders" by the Newspaper Guild at the San Antonio Light newspaper resulted in a separate 70-member clerical unit joining the Guild.

At the Fort Hood army base, 70 bus drivers and mechanics working for a transportation contractor voted to join the Amalgamated Transit Union. And a joint AFSCME/AFT project in Houston has won a continuous dues check-off for teachers and other school workers. Previously, Houston school district workers were forced to resign at the end of each school year, but because of their union activities, the check-off plan was established.

On a roll

Headquartered in Atlanta, the IUD's cooperative organizing effort thus far in 1988 has won 29 of 56 NLRB elections—for a 52 percent success rate—and signed up more than 5,400 new union members in six southern states.

From 1985 through 1987, IUD coordinated campaigns posted a 63-percent victory margin in board elections. Organizing drives in Birmingham, Ala., Nashville, Tenn., and throughout Georgia, Mississippi and North and South Carolina resulted in more than 14,500 new union members through 90 successful elections over the three-year period.

Harold D. McIver, who heads the IUD effort, said cooperation among unions affiliated with the department is the key to the program's success. With a staff of about 50 organizers and five state coordinators, McIver reviews union requests for help in organizing workers at specific companies and examines data on employers.

Jurisdictional disputes are worked out by the unions involved or are resolved by an IUD committee before the campaign begins, McIver said. "The combined wisdom and help of a group of unions working together instead of being out there on their own is really the key," he added.

To bolster union participation, the federation is working to improve services it offers affiliates during organizing campaigns, including computer and research techniques and other programs.

Once a company has been targeted, IUD organizers work to build an in-plant committee which contacts workers about signing authorization cards. An important part of the campaign is educating workers about their rights to organize and participate in a union, McIver said. After the election, IUD organizers work to get the union certified, help members become acquainted with union representatives who will work on contract negotiations, then "move out and try to organize somebody else," he said.

The IUD also has been working with the University of South Carolina on polling workers before and after elections to determine key issues and attitudes.

McIver noted that unions are viewed with slightly less suspicion and hostility than in the past. He added that workers from northern states who follow their jobs to southern factories often make the decisive difference in an election. "People know union success up north," he stressed, adding that the lower wages and benefits of jobs in the South is a "heavy factor" in IUD victories.

From 1985 through 1987, IUD coordinated campaigns posted a 63-percent victory margin in board elections.

This fall, McIver said, 145 nurses, nurses' aides and technicians in Birmingham, Ala., who run mobile blood units for the American Red Cross, voted to join the Steelworkers through the IUD's health care organizing project. The Red Cross had hired an anti-union consultant to undermine the campaign, but that attempt failed as workers voted for union representation by a 95-39 margin.

Health care campaign

Birmingham serves as the IUD's health care organizing headquarters, with AFSCME, the USWA and the Laborers seeking to unionize workers at some of the area's 21 hospitals and 47 nursing homes.

Organizing victories this year include the Rubber Workers at Firestone Textiles, Gastonia, S.C.; Clothing & Textile Workers at Gardner Manufacturing, Manchester, Tenn.; Electronic Workers at Troxel Furniture, Moscow, Tenn., and the Glass, Molders and Plastics Workers at Stone Container in Lexington, N.C. Earlier, the Communications Workers won certification as the bargaining representative for 334 workers at an AT&T facility in Atlanta.

The Paperworkers have gained 1,350 new members this year through the IUD program. The most recent successful drive was a "union yes" vote by a unit of 431 workers at White Consolidated Inc., in Athens, Tenn.

Officials from unions participating in the cooperative program also meet periodically to discuss new strategies to win first contracts, building community support, corporate campaign tactics and other concerns.

Benefit cuts in Louisiana blow to layoff victims

Shreveport, La.—Most of the 385 employees of the AT&T Technologies plant here who lost their jobs in early November won't become eligible for unemployment compensation until after Christmas. Those with longest seniority won't qualify until well into 1989.

That's because the Louisiana legislature, over the protests of the State AFL-CIO, changed the state's unemployment compensation law this year so that the severance pay negotiated by their union—Electrical Workers Local 2188—is considered wages. That means a worker entitled to 20 weeks of severance pay after a plant closing or layoff has to wait an additional 20 weeks for jobless benefits.

Benefits will be lower as well.

The maximum benefits that can be paid dropped from $205 to $191 at the start of this year, and will fall to $181 for persons applying for benefits after Jan. 1, 1989.

Other reductions result from a change in the formula for computing benefits that will penalize persons with spells of unemployment over the past year.

The conditions that brought about a cutback in an already inadequate unemployment compensation system in Louisiana were based on special circumstances. But as the AFL-CIO has warned in congressional testimony urging federal standards for funding unemployment compensation as well as for benefits, virtually no state is immune from similar pressures if the economy turns sour and unemployment moves back into the double digits.

Failed system

The IBEW members at Shreveport were victims of a trade policy that exports jobs rather than goods as well as the inadequacies of the federal-state unemployment compensation system.

AT&T Technologies—formerly Western Electric Co.—used to employ more than 6,000 workers at Shreveport, chiefly for the manufacture of home telephones. After home telephone manufacture was switched to Singapore, only business systems and coin-operated telephones were made in Shreveport, cutting jobs by more than half.

This was in a state hit by the oil industry collapse before it had started to climb out of the deep 1982 Reagan recession. It ran up a billion-dollar debt to the federal government in loans needed to pay unemployment compensation and the state's jobless rate still hovers around the 10-percent mark.

After some hard bargaining last year, the Louisiana AFL-CIO and employers agreed on a bailout package intended to restore the solvency of the state unemployment compensation system. Employers would pay a higher payroll tax, workers would take a 7-percent benefit cut, and the state would float a bond issue to repay the debt to the federal government.

But this year's legislature imposed, over labor's strong opposition, a new round of deeper cuts in benefits and restrictions on eligibility—including the severance pay provision that affected the unemployed Shreveport workers.

Thirty-seven states improved benefits this year, although often inadequately. Louisiana was the only state to cut benefits.

James N. Ellenberger, the AFL-CIO's unemployment insurance specialist, told a House Government Operations Committee hearing last summer that states have deliberately underfunded unemployment insurance programs and then used the lack of funding as an excuse to keep benefits low. The unemployment insurance payroll tax averaged 1.35 percent of total wages 10 years ago, he noted, but only 1 percent last year.

Inadequate funds

Since then, a General Accounting Office report has warned bluntly that unemployment insurance trust fund reserves are "inadequate to finance the benefits that would have to be paid if a recession developed in the near future."

Ellenberger stressed the need to shore up funding of the unemployment compensation system before a crisis point is reached. Otherwise, he warned, the Shreveport workers won't be alone in discovering that their safety net has gotten smaller when they need it most.

Collective bargaining, etc.

Early settlement sought at Reynolds, Alcoa

The Steelworkers and the Aluminum, Brick & Glass Workers have renewed contract talks with the two largest U.S. aluminum producers—Reynolds Metal Co. and Aluminum Co. of America—in an effort to reach an early contract settlements. Talks begun in August were suspended, but resumed on Dec. 1 after informal communications between the two sides. The USWA represents 3,400 workers at Reynolds and 5,700 at Alcoa and the ABG has 4,000 members at Reynolds and 7,000 at Alcoa. Current contracts expire next May 31.

ACTWU wins profit-sharing at Hoechst Celanese Corp.

The Clothing & Textile Workers and the Hoechst Celanese Corp. negotiated a profit-sharing plan that will provide 3,100 ACTWU members with a bonus in January equal to 7 percent of their year's pay. The bonus will total more than $1,000 for each worker. ACTWU represents Hoechst workers in Narrows, Va., and Rock Hill, S.C. An additional bonus will be provided in the two-year trial in the early part of 1990.

GM workers get bonus

Some 406,000 Auto Workers at General Motors Corp. received performance bonus payments averaging $800 to $1,000 a worker. The check amount is based on 3 percent of a worker's earnings the previous year. The payments are part of the UAW-GM contract that went into effect last year.

Norfolk shipyard workers reject pact, stay on job

Boilermakers Local 684 members at Norshipco Inc. in Norfolk, Va., rejected by a 19-1 margin management's latest proposal for a three-year freeze on wages and a reduction in benefits, holidays and vacation pay. The 2,000 workers covered by the contract voted to stay on the job for the present.

Local 684 President Gary Daniels emphasized that a wage freeze coupled with management's demand for employee contributions to the health insurance coverage would reduce wages significantly over the three years. The union had to strike in 1985 for 15 days to get the current contract.

Letter Carriers want assurances from Bush

Letter Carriers President Vince Sombrotto requested President-elect George Bush meet with postal union leaders as soon as possible to "discuss the future of the U.S. Postal Service and how its 760,000 career employees can make it an even more vibrant and strong operation."

Sombrotto said USPS workers need a "strong assertion by our new President that he intends to work with us . . . Let's put this privatization nonsense to rest once and for all." He also noted that legislation to remove the USPS from the federal budget nearly passed the last Congress and will likely be before the Bush Administration.

Wire Service Guild gets Associated Press accord

The Wire Service Guild and Associated Press reached a tentative agreement for a two-year package covering some 1,400 workers at AP bureaus across the country.

The proposed settlement, reached just prior to the expiration of the previous accord, would raise the top minimum salary for news employees with at least five years' experience from $668 to $695 a week, retroactive to Dec. 1, and to $720 a week a year later.

The differential paid to employees in high-cost cities, such as Washington and New York, would go from $65 a week under the old contract to $75 immediately and to $87 on Dec. 1, 1989. In Boston, Chicago, Los Angeles and San Francisco, it would be raised from $33 a week to $45 by next Dec. 1. The proposed accord also would add a new 401(k) deferred tax savings plan next July, improve medical and eye care coverage, and establish a tax deferred dependent care reimbursement account.

UAW gets bargaining rights at Diamond-Star Motors

The Auto Workers won recognition as the bargaining agent for production and maintenance workers at the Mitsubishi-Chrysler joint venture Diamond-Star Motors plant in Normal, Ill.

The company extended recognition to the union following written verification of the results of a UAW authorization card check done by the American Arbitration Association. Nearly 70 percent of the 872 workers had signed cards.

UAW President Owen Bieber said the company's conduct "convinces us that the Diamond-Star officials are sincere in the recognition that high quality jobs are an essential ingredient in the production of high-quality vehicles."

Diamond-Star is a new company that produces the Plymouth Laser and Mitsubishi Eclipse models, available in January.

California teacher groups extend areas of cooperation

The AFL-CIO affiliated California Federation of Teachers and the unaffiliated California School Employees Association announced the signing of a two-year "mutual assistance pact."

The pact includes a no-raid agreement and proposed cooperation in areas of common concern, including research, political action and training.

Trust funds relocate

The AFL-CIO Housing Investment Trust and Building Investment Trust have moved to new offices. The twin trusts, which back housing and commercial building development, are now located at 1717 K St., N.W., Suite 707, Washington, D.C. 20006. Their telephone number is 202/331-8055.

Bakery retirees share $15 million bonus

Some 34,000 retirees are receiving bonus checks ranging from $400 to $600 from the Bakery & Confectionery & Industry International Pension Fund, after the fund trustees allocated $15 million for the bonus. This is the sixth time in the fund's history that pensioners will get bonus payments, said John DeConcini, president of the Bakery, Confectionery & Tobacco Workers and head of the pension fund's board of trustees.

DeConcini said the bonus policy pursued by the trustees is in contrast to the policies of many employer-controlled pension funds that have increasingly liquidated plans to "recapture excess assets" to add to corporate profits. The average monthly retiree pension benefit now exceeds $450.

Machinists ratify pact for 14,000 at Pratt & Whitney

East Hartford, Conn.—A new three-year agreement provides wage increases totaling 9 percent and job security gains for 14,000 Machinists at four Pratt & Whitney Inc. plants.

The wage package calls for increases of 3.5 percent in the first year, 3 percent in the second year and 2.5 percent in the third year.

There also is an immediate 47-cent cost-of-living payment, as well as five COLA payments to be made over the life of the agreement, IAM District 91 said. With the first increase and COLA adjustment, hourly wages range from $11.59 to $13.03. Over the life of the agreement, the settlement boosts wages by a range of $3,016 to $8,049, depending on job classification.

The IAM members gained key job security provisions that expanded workers' seniority and recall rights after layoffs. The union also won a new top grade in the wage scale, with one-fourth of the Pratt workers to receive promotions and upgrades.

The settlement consolidates occupational groups from 110 to 65 categories—a key union goal—to make workers eligible for a greater number of jobs. IAM workers also won the right to bid on jobs at any of the four Pratt plants covered by the agreement.

Retirement package

The agreement includes an early retirement option requiring the company to offer an improved pension package to more senior workers in the event of a layoff.

Workers with at least 30 years of service who choose to retire will receive a $1,500 bonus plus an additional $10 per month in benefits for each year of service. General retirement benefits were increased to $30 per month per year of service.

Other benefit improvements include increased pension benefits and full payment for emergency room treatment. In exchange, the IAM members approved modifications to their health care coverage that require workers to pay the first 20 percent of hospitalization costs, to a yearly maximum of $500 for individuals and $1,000 for families. That provision will take effect in 1990.

CWA hall command post in tornado relief

Raleigh, N.C.—Just hours after the fierce tornado touched down here after the Thanksgiving Day weekend, the American Red Cross had its command center in full operation at Communications Workers Local 3611 hall. From there, AFL-CIO community services and Red Cross representatives began coordinating the effort of providing food, housing, clothing and medical aid to thousands affected by the storm.

More than 400 volunteers, including 75 union members, turned schools and churches into temporary shelters, cooked meals and found emergency medical care for the 1,975 families caught in the tornado's grip. Volunteers also helped to replace lost household goods and worked in clean-up efforts.

State AFL-CIO President Christopher Scott toured the area with Chuck Johnson, Red Cross liaison to the AFL-CIO's community services program.

The storm smashed through apartment complexes and shopping centers, Scott said, with 80-85 percent of the damage occurring in the Raleigh area.

Union families

Mobile homes and trailer parks were destroyed and a wooded area was completely uprooted. About a dozen union families suffered serious damage from the tornado.

The deadly tornado killed four people and injured at least 150, and more than 115 homes and 10 businesses were destroyed. The government has declared the region a federal disaster area and damage estimates in the Raleigh area alone exceed $75 million.

Johnson said the relief effort could begin almost immediately because the CWA hall —also known as the George Guernsey conference center—had been wired for emergency service as part of the Red Cross disaster coastline project. More than 160 facilities, mostly union halls, have been equipped with emergency generators and fitted with special underground power lines through a joint CWA-American Telephone & Telegraph initiative. When disasters strike, the Red Cross sets up its administrative headquarters and directs emergency aid from that center.

Teamsters and Machinists protest loss of U.S. jobs caused by the refusal of Aeromexico to honor its contracts.

Aeromexico strands its union workforce

Machinists and Teamsters want their old jobs back at Aeromexico.

They brought that message to the Mexican embassy in a picket line protest over the loss of more than 400 U.S. jobs with the government-owned airline.

Representatives of the two unions delivered a letter from IAM President William W. Winpisinger to embassy officials, asking for their help in resolving the labor problems created by the air carrier's declaration of bankruptcy last April. Some 100 IBT mechanics and 300 IAM clerical, fleet and passenger service workers who had been with the airline for as long as 20 years lost their jobs.

Winpisinger noted that when Aeromexico resumed its U.S. service in September, it handed over work done by the union members to outside contractors. He pointed out that in March 1987, the union members agreed to a 20-percent pay cut and the reduced benefits in exchange for a guarantee of employment for the next three years.

A Mexican bank acting as trustee for the airline has refused to comply with any terms of the union agreements, including provisions on severance pay, Winpisinger said. During its reorganization, Aeromexico has refused to rehire union members and "it is still utilizing outside contractors and ignoring the terms and conditions of the collective bargaining agreement," he said.

Winpisinger pointed out the irony that "even though no one disputes that the American workers did not contribute to Aeromexico's bankruptcy, they have received none of the benefits or protections afforded their colleagues in Mexico. The bankruptcy claims of the Mexican employees have been paid in full and the parties have successfully renegotiated their collective bargaining agreements."

The unions said they will pursue all available legal means to resolve the dispute. They have picketed Aeromexico at airports served by the carrier.

Disney World accord boosts wages 13.6%

Lake Buena Vista, Fla.—The Service Trades Council, a coalition of six unions, ratified a three-year contract that raises wages an average of 13.6 percent for some 11,400 employees of Walt Disney World, including 1,200 at Disney World Village Marketplace who voted Oct. 20 for union representation.

The settlement provides a 7.6-percent pay increase retroactive to Oct. 30, and a second increase averaging 6 percent on Apr. 1, 1990.

Employees at the top of the pay progression will get an initial 50-cent hourly increase and 45 cents in 1990, while those still in the progression will get 35 cents now and 30 cents in 1990. Under the old contract, most workers started at $4.85 an hour, rising to $6.80.

A number of job classifications will be upgraded and tipped workers will receive a one-time $500 bonus. Disney agreed to add a 15 percent gratuity to food and drink bills on parties of 10 or more.

Pensions improved

The maximum pension benefit was increased to $550 a month after 25 years, effective on Jan. 1, 1990. The previous maximum was $420 after 20 years. A fourth week of vacation after 17 years' service was added and workers will be able to convert two unused sick days to personal leave each year.

The six unions in the council are: Service Employees, Food & Commercial Workers, Teamsters, Theatrical Stage Employees, Transportation Communications Union and Hotel Employees & Restaurant Employees.

Labor delegation on trade asks focus on worker rights

Montreal—The AFL-CIO outlined its concerns about worker rights and fair trade during the midterm meeting of countries participating in the continuing round of negotiations on the General Agreement on Tariffs & Trade.

The current round of trade talks was initiated in September 1986 in Uruguay to discuss ways to resolve differences in practices governing subsidies, dispute settlement, agriculture, services and other concerns. The objectives of the Uruguay session were to bring about "further liberalization and expansion of world trade to the benefit of all countries . . . to strengthen the interrelationship between trade policies and other economic policies affecting growth and development" and to find "agreed-upon, effective and enforceable multilateral disciplines," participants agreed.

AFL-CIO Sec.-Treas. Thomas R. Donahue and chief economist Rudy Oswald reiterated the federation's concerns in a meeting with U.S. Trade Representative Clayton Yeutter and other members of the American delegation.

Donahue, who heads the labor advisory committee for trade negotiations and trade policy, stressed that the GATT negotiations alone cannot provide relief for U.S. workers and industries that have been devastated by one-sided trade practices, nor can they reduce the nation's huge trade deficit. He called for strong national action and on-going international negotiations to address and resolve America's trade problems.

Skewed trade picture

The huge trade deficit facing the United States is "matched by the equally unprecedented current account surpluses of a number of America's major trading partners," Donahue pointed out. This asymmetrical world trade picture is skewed by the U.S. intake of more than 60 percent of all less developed countries' manufactured exports, while the European Community takes about 25 percent and Japan less than 10 percent, he observed.

The benefits and costs "of an open trading system" are not being equally shared, he said, calling for new structures to bring about "some measure of equity and balance." However, the Reagan Administration's negotiating priorities do not address these objectives, Donahue stressed.

In the on-going talks, worker rights should be included as a trade practice, Donahue stressed. "Currently, the GATT spells out rules against practices such as subsidies and dumping in order to promote fair competition," Donahue said, "but there are no agreed-upon safeguards against the violation of workers' rights."

"Ignoring foreign sweatshops costs American jobs and limits economic growth," he said, noting that U.S. workers now are placed "in brutal competition with the lowest international common denominator of worker rights."

Respecting rights

The negotiation of worker rights provisions in the GATT "would not impose any one country's labor standards on the rest of the trading world" nor would it set a worldwide "minimum wage," Donahue insisted. "Rather, they would prod trading nations to respect fundamental, internationally recognized worker rights" adopted by labor, business and government representatives through the International Labor Organization.

Donahue also called for a careful analysis of proposals by GATT participants on trade in services, including transportation, financial and banking, professional and others. Current proposals seemingly would allow "international interference" in U.S. immigration rules and restrictions, professional standards, personal privacy protections and other areas, he noted. The labor advisory committee strongly opposes any weakening of U.S. cargo preference laws, shipping construction and operating subsidies and other programs designed to foster a competitive U.S. merchant fleet, Donahue stressed.

While the service sector is a growing segment of the U.S. economy, its importance "in relation to our current trade and current account deficits is constantly overstated," he said. The United States "must not allow a preoccupation with services to divert attention from the critical problems in the goods-producing sectors," he added.

The labor advisory committee also called for reform of GATT rules to allow trade restrictions to safeguard a country's balance of payments under certain conditions and adoption of a safeguards code that would give nations flexibility in protecting their industries from imports that, though fairly traded, harm domestic industries and cause job loss.

Unionists in the news

AFSCME president honored by Children's Defense Fund

AFSCME President Gerald W. McEntee was feted by the Children's Defense Fund at the organization's 15th anniversary dinner. McEntee was saluted for his efforts to promote awareness and government action on child care. AFSCME has fought for and won child care provisions in public employee contracts in many states. McEntee was recently named to the President's Commission on Children.

Miller, Feldman cited for community service

Lenore Miller, president of the Retail, Wholesale & Dept. Store Union, and Sandra Feldman, president of the New York State United Teachers, were honored for their commitment to improving the quality of life for all working people. The American Labor Organizing for Rehabilitation through Training chapter of the American ORT Foundation presented each with the Golda Meir Community Service Award.

Carpenters print volume of Peter Terzick works

The Carpenters published a collection of poems and quotations by Peter Terzick, who served as treasurer 1961-71 and as editor of the union's publication, "The Carpenter" until his retirement in 1971.

The 40-page hardcover, "Home Is a Time as Much as a Place," includes some of the pieces Terzick had written while producing the monthly magazine. They range from poems on being a building tradesman to spiritual thoughts and short essays.

Terzick, 85, joined the Carpenters staff in 1937 as editor of the "Union Register." He also set up the Carpenters' political action organization.

IBT appoints Laughton brewery conference chief

David W. Laughton, secretary-treasurer of Teamsters Local 633 in Manchester, N.H., has been named director of the IBT's Brewery & Soft Drink Workers Conference. Laughton, 39, has served on the union's national negotiating committee for Anheuser-Busch for 12 years.

Obituaries

Harry Block, a founder of the Electronic Workers and the United Electrical Workers, died Nov. 27 in Philadelphia, only hours after celebrating his 80th birthday. He had been a UE vice president from 1936-46, and a founding vice president of the IUE, serving from 1950 to 1972. Block also served as secretary-treasurer of the Pennsylvania CIO from 1946-60, and secretary of the State AFL-CIO from 1960 to 1982.

Martin Rose, president of the Oswego County AFL-CIO in upstate New York, died recently after a long illness. Rose, 78, had headed the central body since 1957. A member of Ladies' Garment Workers Local 396, he had served also as a vice president of the state AFL-CIO's Union Label & Service Trades Dept.

Bernard Hopkins, 84, a former Michigan AFL-CIO secretary-treasurer, died of cancer at a hospice in Detroit. Hopkins had held the state body's No. 2 post from 1944 to 1969 when he retired. He helped establish the state federation's community services committee in 1946 and served as its chairman until his retirement.

MEBA wins $1.8 million in bankruptcy settlement

New York—Former employees of a bankrupt shipping company will share a $1.8 million settlement worked out by the Marine Engineers and United States Lines Inc.

The agreement is subject to approval by a bankruptcy court judge at a Dec. 19 hearing.

MEBA President C.E. DeFries termed the settlement "a very satisfactory solution to a difficult problem."

It earmarks $1.5 million for 302 office employees represented by MEBA, with individual amounts based on years of service. Their settlement averages twice the percentage of claim obtained by a group of nonunion employees, DeFries pointed out.

Twenty-three MEBA port engineers will receive $300,000 in payments that include full reimbursement for unpaid vacations and lost compensatory time.

Garment jobs wiped out by new surge of imports

ILGWU study tracks worsening trend

New York—Imports of women's and children's clothing are on the rise, causing widespread cutbacks and job losses through out the industry, the Ladies' Garment Workers warned.

The ILGWU documented its findings in "Conditions in the Women's Garment Industry," a report on apparel production, sales and imports, and their effect on U.S. jobs. The study—based on U.S. Census Bureau data—pointed out that continued high import levels and lackluster retail sales has caused the number of domestic apparel jobs to plunge by more than 98,000 jobs—or 17 percent—from 1980.

With the demand for women's and children's wear weakening since mid-1987, employment in the industry has dropped at a faster rate than in earlier years, the study found. The number of active garment workers fell 2.1 percent—to 478,140—in the first three-quarters of 1988 from the year-ago period. This drop followed a job decline of six-tenths of 1 percent in 1987, the report said.

Import tide

Jobs were affected by expanding apparel imports, the study noted. Reversing a short-lived decline that began in summer 1987, this year imports rose 2.6 percent in August and 3.1 percent in September over the year-ago period. While imports of some individual garments remained static, dress, nightwear and underwear imports rose 6-10 percent from January to August.

Although imports for the January-September period are down 6.9 percent over comparable 1987 levels, the year-end total will reflect a renewed wave of apparel imports, the study stressed.

Sluggish demand—led by higher prices and limited selection—also was a factor, with real sales volume down seven-tenths of 1 percent in the third quarter over the January-September 1987 period, the report said. These sagging sales further hurt domestic production as the wholesale dollar volume of women's and children's apparel produced in 1987 plummeted 7.7 percent from 1983. In real terms, performance was even bleaker, as volume plunged 13 percent over 1983 levels, the study found.

Growing job loss

For many years, the pattern in the industry had been a slow rise in demand then burgeoning imports followed by "precipitous drops in domestic production and employment," the report said. But last year's slight decline in imports—brought on as retailers were more reluctant to deal with foreign producers who required longer lead times and larger orders—created no gains for U.S. workers but resulted in "a worsening of the domestic situation and an accelerated decline in employment," the study noted.

Total hours worked fell 1.8 percent for the first nine months of 1988 compared to the year-ago period and the number of workdays remained constant. Industry-wide average weekly earnings for union and nonunion workers rose 2.4 percent in the January-September period. Average hourly earnings jumped 30 cents over the year-ago period in the knitted underwear industry, 23 cents in the dress industry, 22 cents in children's outerwear and 19 cents in underwear and nightwear. But over the same period, average hourly wages fell 21 cents in the knitted outerwear and underwear industries, the report noted.

The report also criticized President Reagan's veto of textile and apparel legislation that would have limited further growth of imports in the United States. That action "has left the industry and the jobs of garment workers ever more open to industry," it declared.

Labor TV series on satellite

San Francisco—"California Working," a television series on workers and their jobs, will air a new program this month that is available to public broadcasting stations nationwide. It renders a look at the dangers of pesticides to Farm Workers, a profile of an elementary school teacher and a labor history segment on the Sleeping Car Porters.

California Working is a response to concerns about how unions are being treated in the media, said Ed Herzog of Service Employees Local 790, a spokesman for the coalition. He noted that the AFL-CIO Labor Institute of Public Affairs provided seed money for a pilot.

Although production is done in the San Francisco area, the show is available to and aired by public broadcasting stations across the country via satellite. Content of the monthly features is determined by a board of directors—labor, business and community leaders.

This month's show includes a segment titled "Theater in the Fields," a play about the pesticide hazards faced by Farm Workers, an issue that drew national attention this summer when UFW President Cesar Chavez fasted to protest toxic chemicals used on table grapes.

Screen Actor Danny Glover, in a segment titled "A Train Trip through the Past," looks at how the Sleeping Car porters formed a union. It features C.L. Dellums, one of the union's founders, and historical footage of the porters at work.

A final segment, "I Became a Teacher So I Could Save the World," profiles San Francisco AFT member Diane Doe, who works long hours in an overcrowded classroom.

Back-to-work orders

Members of the New York-based Longshoremen's Local 333 celebrate a federal judge's return-to-work order that requires six tugboat companies to reinstate 1,200 workers to their previous jobs and under the terms of their old contract. The workers are part of 2,000 Local 333 members who struck last Feb. 16, protesting management demands for a 40-percent cut in wages and benefits. About 60 percent of the 1,200 are back to work. The National Labor Relations Board may return to court to get the order enforced.

Democrats choose Mitchell as Senate majority leader

Congressional Democrats and Republicans picked their party leaders for the 101st Congress that convenes in January, and Maine's George J. Mitchell will be the new Senate majority leader.

Mitchell won a three-way contest to succeed West Virginia's Robert C. Byrd, who is stepping down after 12 years as his party's leader in the Senate.

Byrd will remain an influence in the Senate, however, as he takes over the chairmanship of the Appropriations Committee.

Byrd was also elected president pro tempore of the Senate, a largely honorary post that, however, puts him in the line of presidential succession, following the Vice President and the Speaker of the House.

Mitchell outpolled two more senior Democrats, Daniel K. Inouye of Hawaii and J. Bennett Johnston of Louisiana on the first ballot and then was elected unanimously.

His Republican counterpart, Robert J. Dole, who was elected for the third time as the GOP leader, praised Mitchell as "able, bright and articulate."

As party whips, or assistant leaders, Democrats re-elected Alan Cranston of California and Republicans again named Alan Simpson of Wyoming.

On the House side, Speaker Jim Wright of Texas will once more preside over a heavily Democratic body. He was nominated unanimously at a party caucus and will be formally elected when the new Congress meets on Jan. 3. At that time, Republicans will cast their votes for Robert H. Michel of Illinois, who was re-elected to a fifth term as minority leader.

Wright said House Democrats will work to reduce the wave of business mergers and corporate takeovers. "We don't want America's free enterprise system consolidated into five or 10 big banks, big farms or business corporations," he said.

House Democrats re-elected Thomas S. Foley of Washington as majority leader and Tony Coelho of California as party whip.

Caucus votes

In a contest for chairman of the Democratic caucus, William H. Gray of Pennsylvania won a first-ballot victory. Gray, who will relinquish his chairmanship of the Budget Committee after having served the maximum four terms, succeeds Missouri's Richard Gephardt, who had to give up the caucus chairmanship under a comparable four-term limit.

On the Republican side, Rep. Dick Cheney was unopposed for party whip, succeeding Trent Lott of Mississippi, who was elected to the Senate. The contest for chairman of the Republican conference, as the party caucus is called, was narrowly won by Jerry Lewis of California in a second-ballot victory over Lynn Martin of Illinois, one of the GOP's most prominent women.

Still ahead are the reshuffle of congressional committees and the election of committee chairmen.

Chairmanships of several major House and Senate committees will be opened by retirements and an election defeat. They normally are filled by the majority party member who has the most seniority as a member of the committee, although there have been exceptions.

Miller memorial fund aids Histadrut schools

A scholarship fund for Israel's union-operated Amal vocational schools has been established in memory of Saul Miller, who retired in 1982 as the AFL-CIO's director of information and died in 1987.

In a letter inviting contributions, AFL-CIO President Lane Kirkland noted that the schools, attended by both Jewish and Arab Israelis, have a deserved "reputation for excellence." The programs are supervised by Histadrut, the Israeli trade union federation.

Contributions to the "Saul Miller Scholarship Fund" can be sent to the Washington Area Friends of Histadrut, 2707 Ross Rd., Chevy Chase, Md. 20815.

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MEMO FROM COPE

Wrapping Up '88

It Was Just a So-So Year For One-Vote-Counts Buffs

This was not the best of years for one-vote-counts buffs. Oh, sure, there was a fair measure of close contests—but none of the real cliff-hangers that show one candidate winning by just a few votes, then a quick recount upsetting that result and a quick re-recount turning it around again.

(Of course, to the candidates directly involved in even fairly tight counts, and to those who campaigned and voted for the, it's a hairy experience.)

The 1988 elections produced 52 races for U.S. House and Senate, and governor, settled by 55 percent or less of the vote. Twenty-four were decided by 52 percent or less.

The smallest Senate margin was the 1,265 votes out of 180,841 votes cast by which Malcolm Wallop hung on to his Senate job in Wyoming over the strong challenge of Democrat John Vinich.

In Connecticut, Democrat Joseph Lieberman eked out a 10,793 advantage over three-term GOP incumbent Lowell Weicker out of 1,361,243 total votes.

Connie Mack's 29,651-vote victory over Democrat Buddy MacKay for Florida's open seat was closer than it seems. It was achieved from a total vote of 4,059,499.

There were two sqeakers in gubernatorial contests. Edward DiPrete (R) remained governor of Rhode Island by beating Bruce Sundlun 195,634 to 189,274—just 6,370 out of 384,908 votes cast. In Utah, Norman Bangerter was elected chief executive by 11,626 votes out of 507,052—running up a 259,339 to 247,713 tally over Ted Wilson. An independent candidate drew 136,400 votes in that race.

Closest results for U.S. House races were:

- Oregon 4th Dist.—Denny Smith (R) won re-election over Mike Kopetski 111,157 to 110,487—only 670 out of 221,644 votes cast.
- Florida 4th—Craig James (R) upset incumbent Bill Chappell 125,384 to 124,667, a total of 717 out of 250,051.
- Illinois 4th—George Sangmeister (D) won this seat over Jack Davis by 1,039 votes out of 181,525—91,282 to 90,243.
- Maryland 1st—Roy Dyson (D) clung to his House seat, topping Wayne Gilchrest 95,411 to 93,980—a slight 1,431 margin out of 189,391 total votes.
- North Carolina 11th—James Clark (D) held on for a second term over Charles Taylor. The count: 108,436 to 106,897—only 1,539 out of 213,333. (Clark won his first term in 1986 by only 2,680 votes out of 180,880.)
- Washington 3rd—Jolene Unsoeld (D) captured the open seat over Bill Wight 100,507 to 98,845. That's 1,662 votes out of 199,352.

Two of the Best

Every election year has at least one gem of a one-vote-counts story. Here's this year's (maybe more will show up later).

Back in September, Herbert Connolly was campaigning vigorously for re-nomination to the Governor's Council in the Massachusetts Democratic primary.

He campaigned so single-mindedly right through election day that he arrived at his precinct voting place to cast his own ballot a few minutes after the 8 p.m. closing time.

He was not permitted to vote.

He was defeated for renomination—by one vote.

The count: 14,716 to 14,715.

One vote counts! (Particularly your own if you're running for office yourself.)

* * * * * *

Come to think of it, this one's pretty good, too.

In Hawaii's September Democratic primary for the state legislature, incumbent Romy Cachora was deadlocked at 1,795 votes with challenger Connie Chun.

Hawaii law allows a tie to be broken by lot—but only if both candidates agree. One of them wouldn't. The problem was taken to the state supreme court.

The court said it had no jurisdiction. So it was dropped in Gov. John Waihee's lap. He called for a special run-off on general election day November 8. Cachora won it by 77 votes out of 5,700 votes cast—2,917 to 2,840.

Absentee Ballot Drive Wins Three Races for GOP

Effective absentee ballot operations among registered Republicans are credited with clinching victory for GOP candidates in three otherwise dead-heat contests November 8—two for the U.S. House, one for the U.S. Senate.

In the critical Florida race for the Senate, Democrats lost the seat vacated by Lawton Chiles. GOP candidate Rep. Connie Mack and Democratic Rep. Buddy MacKay were nip-and-tuck on the basis of votes cast election day, with MacKay having an apparent slight edge.

However, after two days of counting absentee ballots, Mack emerged the winner by fewer than 30,000 votes out of the four million-plus votes cast. He had run up a 60-40 margin in the many thousands of absentee ballots mailed in. The Florida State GOP had spent $200,000 on an absentee voter campaign among registered Republicans, sending about a million of them to likely GOP supporters.

Similarly, in Florida's 4th Congressional District, absentee votes carried GOP challenger Craig James to a 717-vote victory over incumbent Bill Chappell (D) out of 250,000 total votes cast.

In Oregon's 4th District, Rep. Denny Smith (R) barely held onto his House seat. When votes were tallied election night, Smith's challenger, Michael Kopetski, led by 803 out of 210,000 votes cast. But when the 14,000 absentee votes were counted, Smith had moved to a winning 670-vote edge.

These three races provided clear evidence of the impact of a strong absentee ballot campaign, of the money spent on it both locally and nationally by the GOP, and of excellent organizational effort.

A similar GOP absentee effort was responsible two years ago for the election of George Deukmejian as Governor of California.

Trivia Quiz

From November 8 election results:

***Question:* What were the most lopsided U.S. House races?**

***Answer:* Texas 10th District, where J.J. Pickle (D) was re-elected 228,537 to O. Texas 21st District, where Lamar Smith (R) was re-elected 203,489 to O. As you've divined by now, both ran unopposed.**

***Question:* What House candidates got the most total votes?**

***Answer:* Porter Goss (R), Florida 13th—231,063 votes. J.J. Pickle (D), Texas 10th—228,537. Tim Johnson (D), South Dakota at-large—223,794. Bill Frenzel (R), Minnesota 3rd—215,277. Byron Dorgan (D), North Dakota at-large—211,408.**

***Question:* What congressional districts produced the highest total votes (round numbers)?**

***Answer:* Florida 13th, 325,000. Florida 14th, 315,000. Minnesota 3rd, 315,000. South Dakota at-large, 312,000. North Dakota at-large, 295,000.**

***Question:* Where were the biggest presidential margins?**

***Answer:* Utah—Bush 67 percent, Dukakis 33. District of Columbia—Dukakis 86 percent, Bush 14.**

Union Families Yield 33% of Dukakis Vote

Ballpark figures indicate that AFL-CIO union members and voting-age family members—who comprise about 16 percent of the total eligible electorate—produced more than 33 percent of the total votes cast for Michael Dukakis for president.

The figures that back up this statement follow.

- There are approximately 30 million AFL-CIO union members and voting-age members of their families.
- Between 65 and 70 percent of them voted, according to the professional election night poll commissioned by the AFL-CIO.

This figure is supported by union member participation in elections over the past 10 years in a range 15 percent higher than the over-all electorate.

- Taking a turnout figure between the 65 and 70 shown by the survey—arbitrarily 67—67 percent of 30 million is 20.1 million union and family members who voted November 8.
- 69 percent voted for Dukakis, according to the election night survey.
- 69 percent of 20.1 million is almost 13.9 million.
- Michael Dukakis received 41,016,429 votes.
- 13.9 million is more than 33 percent of 41 million.

Result: Members of AFL-CIO unions and their voting family members produced more than 33 percent of the total vote for the federation's endorsed presidential candidate.

Democrats Swing Back to Party Ranks

A Congressional Quarterly analysis of voting patterns in the presidential election showed that the Dukakis-Bentsen ticket was helped by a return to Democratic voting patterns in communities that had tilted Republican during the Reagan years. But it was hurt by a dropoff in the voter turnout.

Nationally, the Bush-Quayle vote was 5 percent below the 59 percent Reagan won four years ago. But there were some dramatic turnarounds.

In some larger cities, Denver moved from a 51 percent Democratic majority in 1984 to 62 percent this year. Seattle shifted from a 53 percent Reagan majority to a 55 percent Dukakis lead. Populous Los Angeles County tilted from 55 percent Republican to 53 percent Democratic.

In industrial Genesee County, Mich., which includes Flint, a 51 percent Reagan majority was transformed into a 60 percent majority for Dukakis.

The high-tech Silicon Valley, in California's Santa Clara County, also switched—from a 56 percent Reagan win to a 52 percent Democratic edge this year.

Among ethnic groups, five counties in the Southwest with Hispanic majorities showed a swing averaging about 10 percent to the Democratic ticket. Two counties with Indian majorities also showed a strong swing away from the Republican ticket.

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HOLIDAY GREETINGS

10 million jobs erased by closings and layoffs

Loss of factory jobs, corporate cannibalism take heavy toll on workers

By Gene Zack

Nearly 10 million American workers lost their jobs as the result of plant closings and layoffs from 1983 to 1988, with the impact falling across the board on blue-collar and white-collar workers alike, the Bureau of Labor Statistics reported.

While seven out of 10 of these workers found new jobs as of January 1988, 44 percent had to settle for pay cuts—some in excess of 20 percent—when they went back to work, the study showed.

The statistics underscore the fact that "some 2 million job displacements took place each year, wreaking havoc on American workers, their families and their communities," said AFL-CIO economist Markley Roberts.

More than half the job losses—5.1 million—were in the manufacturing sector, BLS reported. Roberts said much of the problem stemmed from the unabated flood of imports, the flight of U.S. multinational corporations to Mexico's booming maquiladora complex and to low-wage countries around the Pacific Rim, and the impact of technological change.

A significant share of the displaced white-collar workers were the victims of what Roberts called "corporate cannibalism"—their jobs "devoured by corporate mergers, acquisitions, takeovers and leveraged buyouts." When corporations restructured their operations, he said, lost jobs were the price for writing off the billions of dollars in debts piled up in the process.

Little advance warning

Only 20 percent of those who lost their jobs received advance written notice of dismissals, the BLS report showed. In those cases where early warning was given, workers were more likely to find new jobs than those who didn't know about shutdowns or cutbacks until the ax fell.

"This emphasizes the need for vigorous enforcement of the legislation on worksite closings enacted by the 100th Congress over the objections of the Reagan-Bush Administration," Roberts said. The new law, requiring 60 days' advance warning of closures and major layoffs, will enable states and communities to put training, retraining and job-search programs into effect to speed the transition of workers to new jobs.

The federation also called on the incoming Bush Administration to give top priority to implementing the Trade Reform Act of 1988. This law calls for a crackdown on imports from countries that flout international employment standards, erect barriers to deny U.S.-made goods access to their markets, or target the American market for the bulk of their exports.

According to the BLS report, 4.7 million of those displaced between 1983 and 1988 were so-called "tenured" workers—those employed more than three years at the time their jobs were shot out from under them.

Of these, 658,000 were still looking for jobs as of last January, more than 696,000 "discouraged" workers had left the job market, 306,000 had reluc-

Continued on Page 6

'88 trade deficit tops $113 billion

A monthly trade deficit of $10.3 billion in October pushed the total for the first 10 months of 1988 to $113.4 billion.

The shortfall was $142.9 billion for the 10-month period last year—when the United States was enroute to a record-shattering annual $170.3 billion trade gap.

Slight gains in such areas as agricultural commodities, coal and gold masked a growing shortfall in manufactured goods.

Manufacturing imports reached the $378.8 billion mark in the 10-month span—up $29 billion over 1987's January-October period.

Economists estimate that 25,000 U.S. jobs are wiped out by each $1 billion in the trade deficit.

The 1988 shortfall is running at an annualized pace of $136 billion, AFL-CIO trade expert Mark Anderson noted. He emphasized that "the American economy will remain in trouble if we keep piling an additional $10 billion a month onto this deficit for the foreseeable future—particularly with the burden shifting more and more to the manufacturing sector."

Matter of priority

Anderson stressed the AFL-CIO belief that the troublesome nature of the trade problem requires the immediate attention of President-elect George Bush once he assumes office on Jan. 20.

"The only way to set our international trading house in order," he stressed, "is for the incoming Administration to press our trading partners to open their markets to U.S.-made goods and reduce the unfair practices that result in the rising tide of low-wage imports that are flooding this country."

The past Congress armed the Executive Branch

Continued on Page 2

Fire Fighter farewell

Members of Fire Fighters Local 42 executive board grieve for six union brothers at a memorial service in Kansas City's Arrowhead Stadium that drew 8,000 mourners. The six fire fighters were killed in a construction site explosion Nov. 29. (Story on Page 2.)

Next year: A new look for the News

This is the final 1988 issue of the AFL-CIO News and also the last under its current format.

The first issue in January 1989 will be in a new design, with color photos the most noticeable change and with a publication schedule of every other week instead of weekly.

The rest of the updated style will speak for itself in 1989.

Value-added tax heaps burden on workers

Ability-to-pay principle ignored by advocates of flawed scheme

A federal sales or "value-added tax" being touted in some quarters as the answer to the budget deficit crisis would be unfair to workers and the poor while damaging the national economy.

That's the conclusion reached by Citizens for Tax Justice—a coalition of unions, consumer, civil rights and social welfare groups—in a study based on the European experience with this form of taxation.

The report, titled "No Sale: Lessons for America from Sales Taxes in Europe," was unveiled at a conference sponsored jointly by CTJ and Leadership for a New Century—a network of local, state and federal elected officials, groups and activists committed to advancing progressive economic goals.

European experience

"Those who pretend that a national sales tax could be fair or simple are either severely misinformed or prevaricating," said Robert S. McIntyre, director of CTJ and co-author of the report. "A hard look at the European experience with sales taxes should, once and for all, end any talk of bringing such a tax to our shores."

If the same average tax rates imposed in Europe on various goods and services were applied in this country, the study found that:

- Families of four earning $10,000 a year would pay 14 percent of their meager incomes in added taxes.
- At $30,000 of income, the added tax burden would consume 10 percent of family earnings.
- The rate would decline to 7 percent for families in the $75,000 earnings bracket.
- But the wealthiest Americans—those

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Industrial homework ban lifted despite warnings

The Labor Dept. is going ahead with plans to lift the ban on homework in five labor-intensive industries despite warnings from its own staff of the difficulties of enforcing the wage-hour law in home workplaces.

It claims that objections raised by two internal staff reports—although accurate and damning—have been met by tightening the proposed regulations, which are scheduled to take effect Jan. 9.

Unless federal courts intervene, firms producing gloves and mittens, buttons and buckles, handkerchief, embroideries and "non-hazardous" jewelry can then be given Labor Dept. permission to farm out work to be done at home, except where prohibited by state law. That would leave only women's apparel still on the forbidden list, but the Administration has made no secret of its intent to lift that restriction as well.

The homework bans have been in effect since 1942 when the Labor Dept. concluded that it couldn't enforce the minimum wage law in "kitchen sweatshops." Now it says it can.

Ladies' Garment Workers President Jay Mazur doesn't think so. The ILGWU will be joined by the Clothing & Textile Workers, the Service Employees and associations of employers who don't want to go back to the kitchen sweatshop era in a legal challenge to be filed in federal district court this month.

Previous attempts to legalize industrial homework were stopped by court rulings, but the Reagan Administration kept trying.

Only test

Its only success was in 1984, when homework was allowed in knitted outerwear—after a proposed regulation was rewritten so as to give greater assurance of careful supervision.

But according to two Labor Dept. documents, the department did such a poor job of enforcing the wage-hour law for home workers in that industry that a 1986 proposal to lift restrictions in other industries wouldn't have passed court scrutiny.

In one document, a senior wage-hour official assigned to review ILGWU complaints of poor wage-hour enforcement in knitted outwear concluded that on some points, "there is little or no defense to offer" against the union's criticisms.

A follow-up memorandum by the department's associate solicitor for wage-hour matters was even blunter.

Based on the enforcement record in the knitted outerwear industry, Associate Solicitor Monica Gallagher warned, a final rule lifting restrictions on industrial homework in the remaining restricted industries "would have little or no chance of surviving judicial challenge."

After a Washington Post story quoting from the two memos, the Labor Dept. made the documents available to other news media but insisted that they were outdated.

But the department stressed that the 1987 documents were based on an earlier version of the homework legalization regulations, which has been substantially changed in its final form.

Solicitor George R. Salem contended that the department "heeded the staff advice given in those memoranda" and used the critical comments as guidance for developing a new proposal. He said the department has also stepped up its training of wage-hour investigators and is adding to its staff.

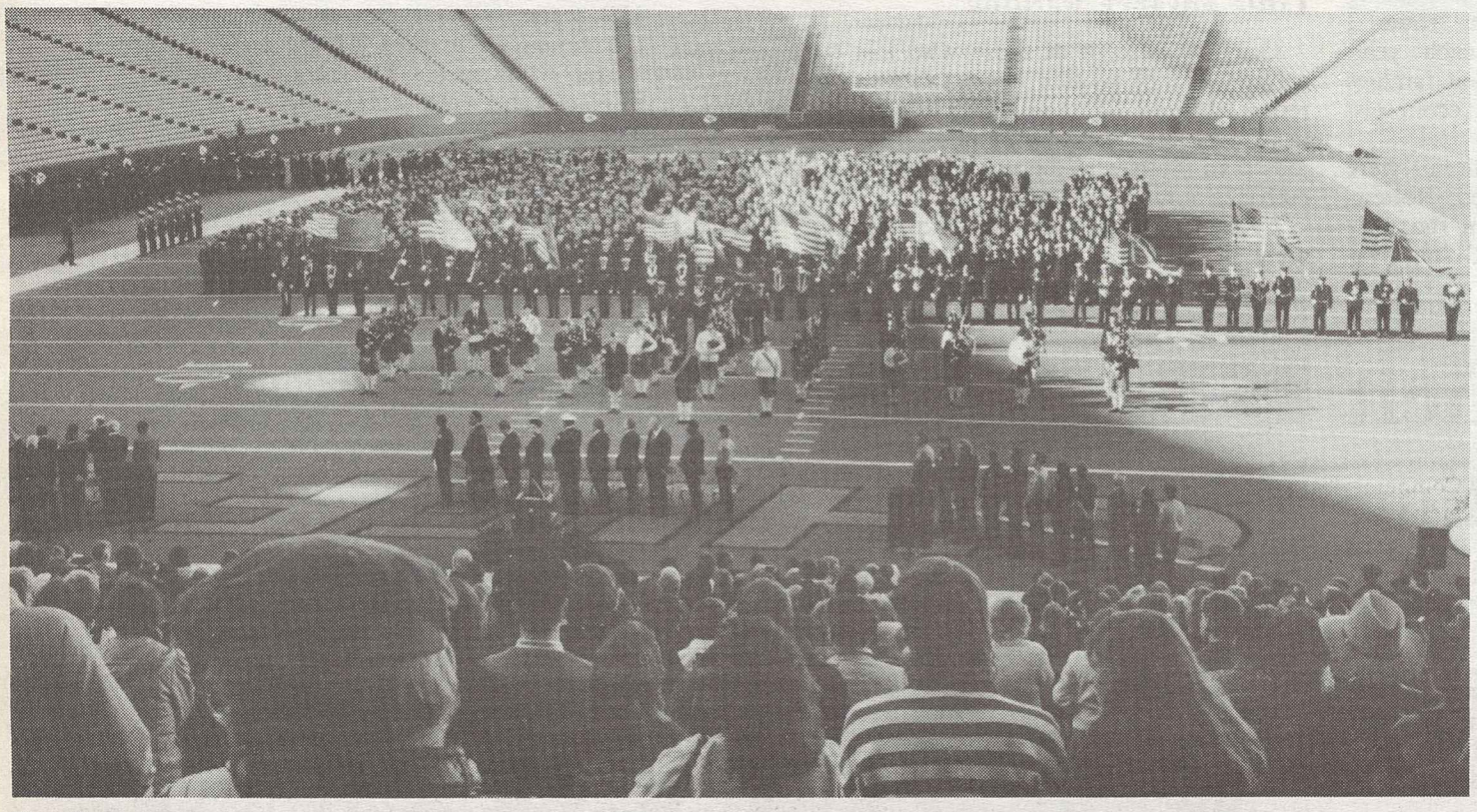
Insufficient staff

But even if the department's request for additional wage-hour inspectors survives the White House budget review and is approved intact by Congress, the wage-hour enforcement staff will still be less than it was in 1980.

Mazur said industrial homework the Administration seeks to legalize "can never be policed adequately."

He warned that "unscrupulous employers can and will force homeworkers to accept below-legal wages, work long hours, forego elementary safety precautions and even draft underage children to work."

Homeworkers are "most often non-English speaking immigrants and nearly always women," Mazur noted.



Fire fighters from across the nation pay their last respects.

Fire Fighters mourn 6 dead in explosion at Kansas City

Kansas City—Death shook the ground here when it claimed the lives of six Fire Fighters from IAFF Local 42 in a massive explosion at a construction site.

In a memorial service held at Arrowhead stadium, fire fighters from around the country joined a crowd of some 4,000 fire fighters and police officers who filled two-thirds of the playing field. A like number of mourners filled the seats at the stadium's east end zone. IAFF President Alfred Whitehead praised the fallen fire fighters and suggested that the anger and remorse felt by "the fire fighting family" and others be transformed into action "that results in better protection for fire fighters. In doing so, we memorialize their deeds and their sacrifice."

Whitehead's voice broke at times as he recounted meeting with a father of one fire fighters. He said the father begged him, "Don't let this be for nothing. Promise me you will do something about it." Whitehead did.

Federal response

Two days later at a press conference in Washington, Whitehead asked for a federal investigation of the fire. The U.S. Fire Administration said it will conduct an inquiry into the fire, and a congressional hearing will likely be held later, according to Rep. Curtis Weldon (R-Pa.), the chairman of the 277-member Congressional Fire Services Caucus.

The six fire fighters had responded to a truck fire at a construction site at 3:40 a.m. on Nov. 29. Nearly 50,000 pounds of ammonium nitrate, an explosive used in rock blasting, was stored in two trailers at the site, one of which was on fire. A fire department dispatcher had told the men to use caution, saying "We have information there may be explosives." The information came from a guard who reported the fire at the site.

The city government, which had issued the contractor a license to store the 23 tons of explosives at the site, however, never passed the information on to the fire department.

National problem

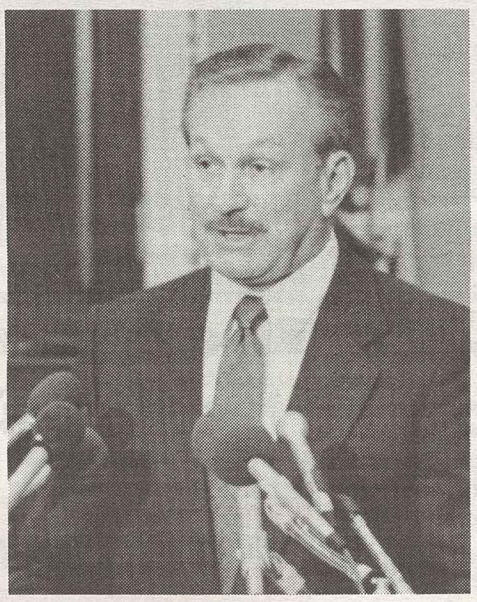
The U.S. Fire Administration, in announcing its investigation, called the storage of hazardous materials a "problem of national dimensions." Its two-person probe will try to "reconstruct the incident" and determine where "the system has failed," said agency chief Clyde Bragdon.

At the memorial service, IAFF Local 42 President Terry Conroy said that "words cannot express the gratitude and thanks that we, as fire fighters, have for the support you have given our fire fighters and most importantly the families of these six brave men."

The names of the Local 42 members who were killed—Thomas Fry, Gerald Halloran, Luther Hurd, James Kilventon, Robert McKarnin and Michael Oldham—were added to a plaque that now bears the names of 85 fire fighters who died in the line of duty since 1889. At the stadium, the plaque was displayed between two black-draped pumpers, similar to those destroyed in the explosions.

The six men, who ranged in age from 31 to 59, left behind a total of 11 children. The local has established a memorial fund to aid the families.

Charles Gray, news director of WDAF-AM, told those in the stadium that "fire fighters all know that danger rides out as an uninvited presence on every alarm. Last Tuesday, six men died protecting the rest of us. That's an awful price to pay for our safety."



Alfred K. Whitehead

Meat inspection cutback scored as threat to health

A coalition of union, consumer, senior citizen and public interest groups called on President-elect Bush to cancel planned cutbacks in federal meat and poultry inspection.

The Agriculture Dept. last month proposed to end daily sanitation and food wholesomeness inspections of meat and poultry processing plants, except for those that have been identified as "problems."

Its avowed aim is to save an estimated $27 million a year by cutting the number of inspectors in half over a four-year period—from 2,200 to 1,100.

Both the Food & Commercial Workers, whose members work in the processing plants, and the Government Employees, representing the inspectors, warned that diminished inspection will mean more illness such as salmonellosis, which can be life-threatening to the elderly, infirm and young children. The AFL-CIO Food & Allied Service Trades Dept. was among the groups joining in a Capitol Hill news conference and in a letter to Bush.

Increase in illness

The organizations warned that the plan to cut back inspections comes at a time when foodborne illness is increasing.

The statement warned that "instead of daily, hands-on inspection of plant sanitation by federal inspectors, the Dept. of Agriculture proposes a paper chase through computer printouts of data provided by the companies."

As AFGE President John Sturdivant noted at the news conference, "by the time the paperwork is inspected, the food has already been consumed."

With the letter to Bush, the organizations sent a copy of Upton Sinclair's, The Jungle, noting that the 83rd anniversary of its publication comes five days after his inauguration. Its expose of filthy conditions in meatpacking plants led to the federal government's inspection role.

Factory imports push deficit over $113 billion in 10 months

Continued from Page 1

with authority to step into his critical area, Anderson said, and Bush must "be prepared to use the weapons he's been given to deal with this crisis."

Both imports and exports in October declined from the previous month—but only fractionally. U.S. purchases of $38 billion in foreign-made goods were down only $700 million from the previous month's $38.7-billion level. At the same time, exports inched downward in the period—from $28 billion in September to $27.7 billion the following month.

A pickup in exports was confined largely to the agricultural area, coupled with minor gains in the overseas sale of coal and gold, while the decline in imports resulted from fewer consumer purchases of such foreign-made goods as automobiles.

Oil imports continued to drop for the third month in a row. Not only was there a decline in the number of barrels of oil entering the country, but the price dropped to $12.51 per barrel in October from $13.55 in September. Even with this improvement, there was a $2.9-billion net outflow in the petroleum account for the month.

The trade deficit with Japan rose 34 percent, from $4.1 billion in September to $5.5 billion in October.

The gap widened to $922 million with Canada, $769.7 million with Western Europe and $598.5 million with OPEC. Although there was a slight improvement in the deficit with other trading partners, America still racked up losses of $2.7 billion with the newly industrialized countries and $465 million with Brazil.

Profit-sharing sweetens pact in aluminum

More than 20,000 aluminum industry workers will pick up profit-sharing checks, bonuses and pay raises in new 43-month contracts with Aluminum Co. of America and Reynolds Metals Co.

The agreements were negotiated jointly by the Steelworkers and the Aluminum, Brick & Glass Workers. They will be retroactive to Nov. 1, even though the existing contracts were not scheduled to expire until May 31, 1989.

Members approved the new contracts by big margins at ratification meetings, the two unions reported. The unions sought early negotiations in order to explore contract issues without the pressure of a deadline, and to share in the industry's comeback after a period of financial difficulties.

In the last round of bargaining, in 1986, the unions had made contract concessions to help the aluminum companies stay afloat in the face of recession, reduced demand and foreign competition. This was the catchup round.

A first attempt to reach an early agreement fell short last August, when contract talks were broken off after two weeks. The parties returned to the bargaining table in early December.

A key feature is a profit-sharing plan that is expected to provide an average payment of $2,500 per worker this year. That's in addition to an immediate $1,000 signing bonus. Next November, Alcoa and Reynolds workers will get a 50-cent hourly increase. They will receive $500 bonuses in both 1990 and 1991.

A two-step pension improvements, to be completed next November, will raise benefits for new retirees an average of 20 percent. That's worth about $120 a month to a worker with 30 years of service.

The ABG represents 7,000 Alcoa workers and 4,000 at Reynolds. The USWA has 3,400 at Reynolds and 5,700 at Alcoa. The contracts cover 15 Alcoa locations and 21 Reynolds plants.

Coats named to fill Quayle's Senate seat

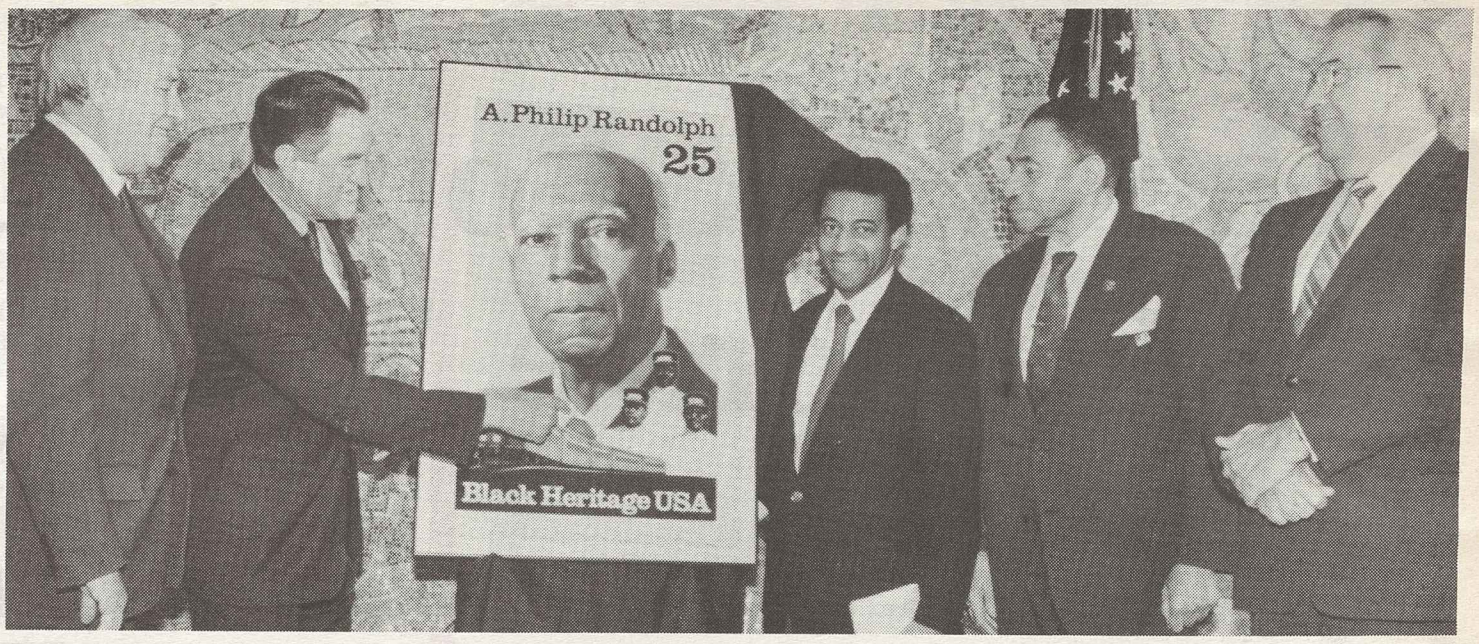
Indiana's lame-duck Republican governor appointed a political clone of Vice President-elect Dan Quayle to fill the Senate seat he will give up.

Gov. Robert Orr's choice was Rep. Dan Coats, who holds the Ft. Wayne area House seat Quayle left to run for the Senate in 1980. Coats, a one-time aide to Quayle, has a COPE voting record of 13 percent "right" for his time in Congress. Quayle's score was 10 percent.

Quayle resigned from the Senate so Orr could make the appointment. If he had waited until his inauguration, Indiana's newly elected Democratic governor, Evan Bayh, would have filled the vacancy.

The House will have a Democratic vacancy when the new Congress convenes, besides the seat that Coats will give up. Both will be filled at special elections.

The Democratic loss is the death of Rep. Bill Nichols of Alabama, who has represented the state's 3rd District since 1967. He died at age 70 of a heart attack. Nichols had a career COPE record of 33 percent "right" but was over the 50 percent mark in the last Congress.



At unveiling ceremony are from left, NALC President Vincent Sombrotto, Postmaster Gen. Anthony Frank, APRI President Norman Hill, Actors & Artistes President Frederick O'Neal and TCU President Richard I. Kilroy.

Stamp honors labor's Phil Randolph

Acclaimed as a giant in America's civil rights struggles

By Arlee C. Green

A. Philip Randolph's lifetime of commitment to the labor and civil rights movements is commemorated in a new U.S. Postal Service stamp that was unveiled in a ceremony at AFL-CIO headquarters.

The 25-cent stamp, the 12th in the Black Heritage Series, will be issued Feb. 3 in conjunction with Black History Month at a ceremony in New York.

Randolph was a founder and longtime president of the Sleeping Car Porters, which merged in 1978 with the Railway & Airline Clerks—now the Transportation Communications Union. An AFL-CIO vice president, he was an organizer of the 1963 March on Washington, a milestone in the civil rights struggle.

AFL-CIO Vice President Frederick O'Neal said the unveiling ceremony presented the opportunity to "rejoice anew in the contribution Randolph made" toward a fairer nation.

In his pursuit of equal rights, equal justice and equal opportunity, O'Neal said, Randolph was guided by the unshaken conviction that "social and labor freedom cannot be sustained in the midst of economic insecurity and exploitation."

O'Neal quoted from the funeral oration in Shakespeare's Julius Caesar the saying that "the evil that men do lives after them; the good is interred with their bones." That is not the case with Randolph, he declared. "There was nothing but good in Phil Randolph and that goodness survives. It is being cared for and nurtured by the institute that bears his name. His lifetime of work in the cause of dignity and justice goes on. And we know his dream will never die."

O'Neal, president of the Actors & Artistes, succeeded Randolph as chairman of the AFL-CIO Civil Rights Committee.

A better America

Richard I. Kilroy, president of the Transportation Communications Union, said Randolph was "an outstanding trade union leader and a pioneer of the civil rights movement. America is much better for his life's work." That is still true today, Kilroy said.

Norman Hill, president of the A. Philip Randolph Institute in New York since 1980, said that Randolph was "an outstanding leader of two great movements." He was a founder and leader of the Brotherhood of the Sleeping Car Porters and later a vice president of the AFL-CIO. He used that labor base, Hill said, to become one of the foremost fighters against racial discrimination in the United States.

Letter Carriers President Vincent Sombrotto stressed that this new stamp "commemorates a body of work over a lifetime that enhanced the lives of so many people that don't even know the marvelous work he was engaged in." It is appropriate to honor Randolph at the AFL-CIO building, Sombrotto said, because he "merged the thought that labor, justice and civil rights are one."

Postmaster Gen. Anthony M. Frank said that this "first-class salute" to Randolph puts him in very distinguished company, as he joins Dr. Martin Luther King Jr., Harriet Tubman, Whitney Young and others honored in the Black Heritage Series of stamps.

"If there is one thing that set A. Philip Randolph apart," Frank said, "it was his extraordinary gentleness and his abiding belief in the brotherhood of man. It was his creed, his power, his legacy."

Randolph, who died in 1979 at age 90, began the campaign to organize the Pullman Co. porters in 1925, battling fierce resistance from the company. In 1937, he won the first contract signed by a white employer with a black labor leader.

He pressured President Roosevelt into issuing an executive order to end discriminatory hiring in World War II defense plants and got President Truman to abolish segregation in the armed forces.

Randolph's legacy bridges 3 generations

The unveiling of the Postal Service's commemorative stamp honoring A. Philip Randolph was an emotional moment for retired Pullman car porter Leroy J. Shackelford Jr., who credited a speech by Randolph in 1941 with inspiring him to spend his lifetime working for the union.

From that speech at the Sleeping Car Porters convention in Chicago, Shackelford said, "I became obsessed with the man and the union. I took an active part in the union and stayed with the organization all along."

Shackelford, 71, had joined the Sleeping Car Porters in 1937 while working on the Union Pacific and later the Northwestern railroads. In 1953, he became a field organizer and rose through the ranks to international vice president by 1971. After merger with the Railway & Airline Clerks, he chaired the Sleeping Car section until retiring in 1985.

Shackelford said that when Randolph visited the Chicago offices, "I was his chaperon. I drove him where he wanted to go. He never owned a car." Of the new stamp, Shackelford said, "It looks good."

Porters in attendance

He was among those honoring Randolph at the unveiling of the new stamp, along with TCU Local 2501 members Alfred Ward and Patricia Stafford.

Ward, who has been with Amtrak for 18 years, making the Washington-Chicago run, said "I've always thought Mr. Randolph was a great man. My father was a porter, so I heard about him all my life. I met him at a union meeting here in Washington." Describing the stamp as "beautiful," Ward, 61, said the tribute was "really nice."

Stafford, 30, has been at Amtrak four years, working on the Auto-Train run from Washington to Sanford, Fla. She noted that "we're no longer called porters, although some of the long-time passengers do call us that. Now we're attendants." The union is now about equally mixed between blacks and whites and between men and women, she said.

The tribute to Randolph, she added, was "lovely. He did some wonderful things in his lifetime."

Union workers close deal to buy their company

Omak, Wash.—Sale of the profitable Omak Wood Products Inc., a sawmill and plywood plant northeast of Seattle, will be completed on Dec. 27 when 632 purchasers buy their future as well a company. The new owners are the employees of Omak and members of Lumber, Plywood & Industrial Workers Local 3023, a division of the Carpenters.

In recent years, the plant has had a number of owners who have taken money out of the company while cutting the workforce back from about 1,200 to the current 632.

International financier Sir James Goldsmith purchased the plant in his buyout of Crown Zellerbach Corp. in 1985. In October, Goldsmith accepted the workers' bid over several other proposals to buy out the plant.

LPIW Local 3023 President Lloyd Groomes put the deal in perspective:

"What we've done is buy our jobs and our future. The place had been sold several times, and each time the members lost." Jobs are especially important here, as Omak is the largest employer in Okanogan County, which has a jobless rate of 14.2 percent.

$35 million bid

The union began investigating employee stock ownership plans last May. In September, the workers bid nearly $35 million for a slightly more than 60 percent share of the company. They got the right of first refusal option to buy another 30 percent. Goldsmith will keep a 10 percent share, Groomes said.

He said the local received advice and assistance from the Western Council of LPIW and the international, as well as various state and county agencies.

There will be no changes in the workforce, Groomes said. The union workers and management are the buyers, he said. "We don't expect any change in bargaining, Groomes said. "The Carpenters' Western Council negotiates the contract package for the union on a region-wide basis."

The board of directors will have three representatives elected by the workers, three from management who are approved by the workers, and three selected by Drexel Burnham who also must be approved by the employees.

The company's assets consist of a plywood plant, sawmill, kiln and planing mills, truck repair and machine shops, 45,000 acres of timber and cutting rights to another 28,000 acres. The firm will retain the Omak Wood Products name until a new name is chosen, probably through a contest, Groomes said.

No money down

The purchase will be made with no down payment. The workers will put 10 percent of their wages in an interest-bearing account. If profits are sufficient to cover the loan payments, then the deferred wages will be returned with interest to the employees.

If the funds are used to repay the debt, then workers will receive stock for their money, Groomes said. By planning to double the firm's capital budget for improvements over the next five years, the workers will be investing in themselves and their future, he said.

The Stark Bottom Line of Corporate Takeovers

Workers and Communities Ultimate Losers

Corporate takeovers and makeovers are often the result of various sorts of "corporate restructuring," a genteel synonym that hides more than it reveals. It encompasses hostile takeovers, friendly mergers, leveraged buyouts, spin-offs, and recapitalizations.

The annual number of such transactions rose from 1,452 in 1978 to 4,223 in 1986, dipping to 3,701 in 1987. But in dollar terms, the 1987 total of $168 billion was almost five times the comparable figure in 1978.

While 1988 data are available only for the first quarter of the year, the value of the transactions completed, $35.7 billion, was 5 percent higher than in the comparable 1987 quarter.

Hostile Takeovers

The spark which often sets off such activity is the hostile takeover attempt. Once a relatively rare event, hostile tender offers have become so routine as to no longer be news. Moreover, the hostile takeover of the eighties is qualitatively different from the takeover attempts of the past.

In prior years, tender offers were initiated by financially secure, stable companies desiring to grow or to enter a new market by acquiring and operating some existing business. "What is completely different now," as Business Week puts it, "is that corporate restructuring is completely finance-driven."

Today's raiders, seeking to take over a firm, often have neither financial strength nor managerial achievement; they are stock market operators. Their associated highly compensated arbitrageurs, financial advisers, and investment bankers generate and work out deals to profit from the deal itself.

When the Campeau Corp. of Canada and R.H. Macy & Co. took over control of Federated Department Stores for $6.6 billion in April 1988, the bill for 200 investment bankers and lawyers who had worked on it for 11 weeks was $200 million in fees. More than 130 lawyers charged hourly rates off $350 for seniors and $100 for junior associates.

No company—no matter how large or how soundly managed—is safe from a hostile takeover attempt. The end result is that businesses are being run, and being restructured, not for business results but for protection against the hostile takeover.

No economic or social benefit has been produced by this frenzied takeover activity. Much valuable time and billions of dollars have been wasted on the unproductive task of restructuring corporations which have been saddled with unprecedented debt loads in the process.

Losses for Workers, Communities

The ultimate losers in these matters are workers and their communities. Thousands of jobs have been eliminated, and hundreds of communities have been harmed as the direct results of raids such as the takeover of Crown Zellerbach; costly defenses against raids, such as the stock buyout by Goodyear Rubber Co.; or leveraged buyouts in response to raids, such as the ones at Safeway Stores and Owens-Corning Fiberglas.

Thousands of workers have been forced to accept a reduction of wages and fringe benefits in order to enable their employers to meet the heavy debt assumed as the result of a takeover, takeover attempt, or restructuring designed to prevent a takeover attempt.

In some instances pension funds have been raided and future pension benefits jeopardized in order to finance takeover activity. For example, in connection with a 1986 purchase of the Reeves Brothers clothing manufacturing firm by Schick, Inc., eight banks extended a $100 million term loan which required that any excess funds, up to $20 million, in employee pension funds must be given to the banks in partial prepayment of the loan.

It is not only those takeovers and mergers that are consummated that lead to adverse impacts upon employees and communities.

In some of the actions which are initiated as hostile takeover attempts, the target company may be successful in fending off the raider by purchasing enough of its own stock in the market to retain control. In the process, however, the company may become so heavily indebted that it has to sell off valuable assets in order to repay some of the debt; and it is, thus, left in a much poorer position to withstand a downturn in the market for its products.

An example of such a case was Phillips Petroleum's successful defense against a raid by Mesa Petroleum Company. This situation may become more aggravated when the raider is also paid off with greenmail; that happened in the 1986 defense of Goodyear Rubber Co. against an attempted takeover.

Leveraged Buyouts

Probably the greatest number of corporate restructurings stemming from hostile takeover attempts, hundreds annually, take place as leveraged buyouts.

In a leveraged buyout, the prospective owners, often the present management officials, with the cooperation of an investment banking firm, borrow funds to buy up shares on the market and gain ownership of the company. The management of a company that goes through a leveraged buyout often engages in that transformation after it has been threatened by raiders, or after a defense against a raider which involves buying back a lot of company stock at rising prices after the company had been put in play and has paid greenmail. This happened in the case of the 1986 Safeway Stores' defense against a takeover by the Haft group, through stock purchases plus payment of greenmail, followed by a leveraged buyout.

A more recent example was the April 1988 attempted takeover of the American Standard plumbing fixture manufacturing company by Black & Decker, a manufacturer of hand tools and household electronics.

American Standard embraced Kelso and Co. as a "white knight" to keep out Black & Decker, who was willing to retreat for related legal reasons.

The State of Delaware, in which American Standard was incorporated, had enacted a law that would greatly delay, if not wholly block a hostile takeover attempt. Black & Decker sued in federal court to have the law declared unconstitutional on grounds that it violated the "interstate commerce" clause. An attorney for the Glass & Pottery Workers filed a brief opposing the suit.

The court ruled against Black & Decker, which then sold its share holdings to Kelso and withdrew. Kelso acquired enough shares in the market to gain control.

Before the Kelso "rescue," in negotiations with the union, the American Standard management had cited company assets totalling $3 billion and debt of $400 million. After the Kelso-management stock purchase, the debt had mounted to a staggering $2.8 billion, and the company had to borrow about $2.7 billion.

Management also had announced that it would terminate the "overfunded" pension plan for hourly paid employees and withdraw of $130 million "surplus," later changed to $110 million, with $20 million left for employees. In October 1988, the company announced that it would close down the Wauregen, Conn., plant, where 341 employees were employed and would lay off about 16 salaried employees at a Tiffin, Ohio, establishment.

Effects of Large Debt Increases

The common ingredient in the above different types of restructuring is the accumulation of massive debts, at times running into billions of dollars, which then gives rise to closedowns or sales of some assets and operations.

In some cases, a large debt that has to be serviced places the entire company in a deficit operating position, requiring immediate sell-offs to reduce the debt. In other cases, an increased net income standard has to be adopted by a company to service the debt, placing some operating units, that had met the previous income standard, in a submarginal category under the new income standard.

Operating units that were marginally profitable with a lower debt service obligation become submarginal with the higher debt load and have to be sold off or closed down. That happened with the sale or closing of hundreds of its stores in different parts of the country by Safeway.

In the textile industry, some of the acquisitions by competing producers may have been planned with the thought of closing down acquired mills. After Cannon Mills was bought out by Pacific Mills via a leveraged buyout, Pacific closed some of the acquired mills and in a few years sold the bulk of the remaining mills to Fieldcrest, which closed some more of the former Cannon Mills plants.

Also, when West Point-Pepperell took over Cluett-Peabody, a producer of clothing and textiles, it closed down several plants, eliminating about 3,000 jobs.

Currently, the chairman of Fruit of the Loom, which also makes such products, has launched a hostile $1.4 billion takeover attempt against West Point-Pepperell. There have been a number of other mergers in the textile industry where the acquiring firm closed some of the plants after the mergers.

Another aftermath of increased debt service requirements following a restructuring has been a reduction of wages by the employer to meet the increased expenses.

Economic Effects

On the whole, the acquisition and closedown of plants by competitors does not make for increased industrial competition within an industry.

Nor does such activity assist U.S. industry to establish a better international competitive position. Increased indebtedness to safeguard possession of existing production facilities, which happens under a leveraged buyout executed as protection against a takeover, does not add any increased capacity but adds cost.

The American economy, as a whole, has been weakened by the economic injuries suffered by workers and their communities as a result of corporate restructurings.

Takeovers and takeover attempts have led directly to the elimination of jobs—often those held by long-service employees. No comprehensive data is available to quantify this job loss; but, at a minimum, roughly 80,000 jobs of members of unions affiliated with the AFL-CIO were

eliminated after takeovers or restructurings in about the first six years of this decade.

Legislation should be enacted to help protect communities from the effects of corporate reorganizations.

Those mounting a takeover attept and corporations making self-tender offers should be required to disclose, along with their offer, the principal economic assumptions underlying their asset valuations and projections; the sources of and conditions on the would-be acquirer's financing; the business plans for the target and any plans of the would-be acquirer with respect to the closing or sale of any facilities of the target.

Such disclosure would afford communities advance notice of the likely effects of a takeover and give the communities an opportunity to avoid or ameliorate the adverse effects.

Corrective Legislation Needed

The AFL-CIO has urged enactment of three measures designed specifically to protect workers, and other corporate stakeholders, from the ravages of corporate reorganizations.

First, contracts voluntarily entered into by a corporation should be binding on the corporate successors or new owners for the term of such contracts. This rule should apply to contracts with suppliers, purchasers, creditors, debtors, and, most particularly, workers. To allow such preexisting contracts to be ignored if a reorganization occurs, incites restructuring for the sole purpose of reaping whatever gains can be achieved from breaching contractual commitments.

Second, acquirers should not be permitted to fund an acquisition or to receive debts assumed in connection with the acquisition by tapping a pension fund and withdrawing so-called surplus funding from the fund.

While the AFL-CIO generally believes that the assets of a pension fund represent deferred compensation of the workers which belongs to the workers and thus should be out of the reach of any employer, at the very least it is clear that employers should not be compelled to keep pension trusts funded at a minimum level. Yet employers today are forced to do just that because an "overfunded plan" is raw meat for a would-be raider.

To prevent the reorganization epidemic from infecting the pension system, acquirers should be precluded from using pension fund assets to finance an acquisition.

Third, and finally, top managers of an acquired company should not be permitted to escape from a reorganization on golden parachutes at the expense of rank-and-file workers whose employment is also terminated.

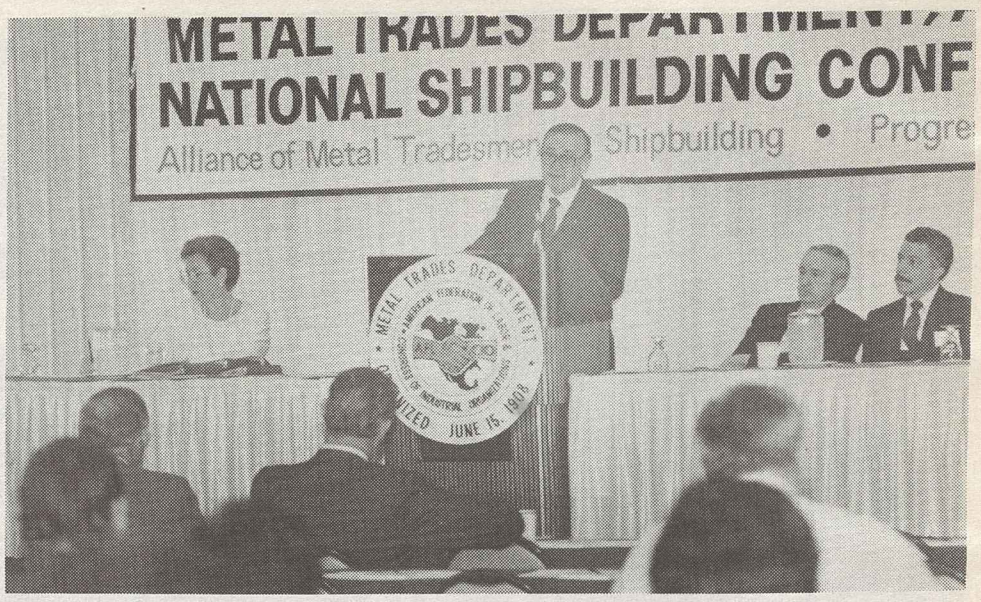
Just as employers are, at present, prohibited from discriminating in favor of highly compensated employees in paying retirement benefits, employers should likewise be prohibited from engaging in such discrimination with respect to contingent severance benefits, such as those provided by a golden parachute agreement, which gives the company officers who "retire" a substantial severance settlement which may include a combination of one or more items in generous amounts of cash, stock, and pension benefits.

—Prepared by Henry B. Schechter, Dept. of Economic Research.

Mergers, Acquisitions and Leveraged Buyouts
1978-1987

Year	Number of Transactions	Value of Transactions
1978	1,452	*
1979	1,529	$34.2 billion
1980	1,565	$33 billion
1981	2,326	$67.3 billion
1982	2,296	$60.4 billion
1983	2,387	$52.6 billion
1984	3,158	$126 billion
1985	3,428	$145.4 billion
1986	4,323	$204.4 billion
1987	3,701	$167.5 billion

*complete data not available
Source: *Mergers & Acquisitions*, 1988 Almanac & Index, Vol. 22, No. 6, May/June 1988, page 45.



MTD President Paul Burnsky keynotes shipbuilding conference.

'Blueprint for shipbuilding' pressed at MTD conference

The AFL-CIO Metal Trades Dept. called on Congress to act promptly on a presidential commission's recommendations for revitalizing the American shipbuilding industry, where 52,000 jobs have been torpedoed since 1982.

MTD President Paul Burnsky cautioned delegates to the department's fifth biennial shipbuilding conference that passage of the $16 billion program to finance construction of 500 U.S.-flag merchant vessels won't be an "automatic process."

When President-elect George Bush takes office in January, he will inherit "mountains of unfinished business," including "the starved skeleton of the maritime and shipbuilding industry," Burnsky noted.

And although Bush pledged during the campaign to speed recovery of the merchant marine, the MTD president went on, Ronald Reagan made similar promises in 1980 and then reneged on them after entering the Oval Office.

The blueprint for revitalizing the ailing American shipbuilding industry was laid out by the Commission on Merchant Marine & Defense, headed by former Sen. Jeremiah Denton (R-Ala.). It issued an ominous warning that the "deteriorated condition of America's maritime industries continues to pose a growing danger to the national security."

New legislation

Rep. Charles E. Bennett (D-Fla.), author of the legislation creating the commission, promised delegates he would introduce legislation to implement the recommendations when the 101st Congress convenes.

He conceded the plan would encounter opposition because of its high price tag. "The estimated sums involved are large, as are the risks. But the cost of failing to act is incalculable," Bennett said. An investment in a strong merchant marine and a reliable shipbuilding industry would not only shore up the nation's defense needs but would also contribute to economic recovery, the congressman emphasized.

William Haggett, president of Bath Iron Works and a member of the commission, reported that 32 shipyards went out of business during the Reagan Administration, while 10 more are in various stages of bankruptcy because of the virtual absence of shipbuilding activity in America.

Shipyard management must "dramatically improve efficiency" and unions must "narrow the cost gaps" between U.S. and foreign yards, Haggett emphasized, if the revitalization program is to succeed.

Reagan faulted

Delegates representing 120,000 shipbuilding personnel in both private and government shipyards heard Rep. Mary Rose Oakar (D-Ohio) assail the Reagan Administration for having "contributed to the erosion of the nation's defense industrial base."

One of the recurring problems, she said, is the Pentagon's increased reliance on foreign firms to provide vital military hardware. Oakar promised to extract a full accounting from the Defense Dept. before the new Congress renews the Defense Production Act.

William G. Phillips, president of the National Council for Industrial Defense with which the MTD is affiliated, told delegates the council has sued the Pentagon, challenging overseas purchases of defense components in violation of "Buy American" provisions of law.

Thousands of American jobs are exported and small defense contractors are forced into bankruptcy because the Administration has been spending up to $30 billion a year on foreign purchases of everything from nuts and bolts to computer chips, Phillips said.

Delegates adopted two committee reports calling for more vigorous enforcement of safety and health standards and updating of the Occupational Safety & Health Act.

Other conference speakers included Assistant Navy Sec. Everett Pyatt; Admiral Dean Hines, commander of the Charleston Navy Shipyard; Susan Dunlop, assistant to AFL-CIO President Lane Kirkland, and Donald Elisburg, administrator of the Occupational Safety & Health Legal Rights Foundation.

Nabisco takeover raises concerns

The massive leveraged buyout of RJR Nabisco by the Wall Street investment firm of Kohlberg, Kravis & Roberts could make the "ultimate losers" be "the workers, their families, their communities and the nation's economy," the Bakery, Confectionery & Tobacco Workers warned.

KKR plans to sell off an estimated $6 billion worth of the food companies assets to help offset the debt it incurred in mounting the record-shattering $25 billion takeover.

And BCT President John DeConcini pledged that the union would keep a close watch on developments to protect its 12,000 members at 20 Nabisco plants in the U.S. and Canada.

He called on the corporation's new owners to "consult with the unions that represent the workers at their plants before taking any steps that might adversely affect those workers."

DeConcini emphasized that the union will press RJR Nabisco's new owners to "live up to their contractual and moral obligations to the people who produce their products and their profits."

The union pointed out that the AFL-CIO Executive Council has condemned the rising tide of corporate takeovers for wasting billions of dollars on "the unproductive task of restructuring corporations," without yielding economic or social benefits.

DeConcini endorsed the pledge of Senate Finance Committee Chairman Lloyd Bentsen (D-Tex.) to conduct hearings into the need for legislation to remedy the abuses of the present system.

Any such legislative relief, he said, must assure that collective bargaining agreements are binding on corporate successors or new owners. DeConcini emphasized that allowing corporate raiders a free hand to breach contracts as part of any corporate restructuring is an open invitation to union-busting.

The union represents workers at Nabisco plants in Pittsburgh, Buffalo, Denver, Atlanta, Oakland, Houston, Chicago, Philadelphia, Buena Park, Calif., Niagara Falls, N.Y., Richmond, Va., Portland, Ore., Fair Lawn, N.J., Canajoharie, N.Y., and at Canadian facilities at Toronto, Montreal, Longueuil, Que., and Ste-Marie, Que.

IAM Vice President John Peterpaul and ALPA President Henry Duffy rally airline workers picketing the FAA headquarters in Washington.

4 unions protest FAA rule as threat to airline safety

Several hundred airline workers from four unions picketed at the Federal Aviation Administration headquarters, delivering a strong message—"Don't sell out airline safety and don't sell out our jobs."

The protest, by members of the Machinists, Air Line Pilots, Flight Attendants and Transport Workers, was against the agency's recent decision to let U.S. air carriers contract-out the repair, maintenance and overhaul of their planes to locations overseas.

The unions warned that airline safety will be severely compromised by the rule permitting foreign firms to carry out commercial aircraft maintenance without the safeguard of FAA surveillance.

Further, they stressed that the jobs of tems of thousands of highly skilled U.S. airline workers are being jeopardized by the FAA action.

IAM Vice President John Peterpaul told the pickets that "the U.S. flying public enjoys the safest airline system in the world. The FAA's revisions will compromise that enviable record. I've been working in the airline business for more than 30 years and I never thought I'd see the day the FAA would deliberately compromise safety—but that day is here."

ALPA President Henry Duffy stressed that "Pilots depend on the quality of maintenance IAM members deliver. We'll be with you in the halls of Congress in the fight to overturn Federal Air Regulation 145. That FAA revision could have disastrous results."

AFA Vice President Juliette Lenoir said, "Our lives are in the airline mechanics' hands every day. Count on us to be with you every step of the way to overturn this rule."

FAA Director Allan McCantor, who was in his office at the time of the demonstration, was invited to address the union members, but refused.

Charles H. Sallee dies at 63, held key ACTWU post

St. Louis—Clothing & Textile Workers Sec.-Treas. Charles H. Sallee died Dec. 12 at Barnes Hospital here after a cancer operation. He was 63.

Sallee was vice president and midwest director of the Textile Workers at the time of the 1976 merger with the Clothing Workers that established ACTWU. He served as a vice president of the merged union and became its executive vice president in 1985. At ACTWU's 1987 convention, he was elected secretary-treasurer.

In a message to his family, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue spoke of Sallee's "solid and constructive contributions to labor solidarity."

Sallee served as president of TWUA Local 630 in Brunswick, N.J., from 1954 to 1963, when he was named to the TWUA international union staff.

He was based in St. Louis during most of his career with the TWUA and was manager of the union's joint board there for 10 years. Sallee was a principal founder of a comprehensive health maintenance organization and headed the ACTWU Textile Workers Health Plan. He also served as secretary-treasurer of the Amalgamated Life Insurance Co. and as a director of the Amalgamated Bank of New York.

Sallee is survived by his mother, Gertrude Gibson, and two daughters. Services were held Dec. 16 in Ballwin, Mo.

12-week UAW strike ends with three-year contract

Auto Workers Local 856 members ratified a three-year agreement with Loral Corp.'s Akron, Ohio, plant, ending a 12-week-old strike by 1,400 manufacturing workers.

Under the package, workers got a $500 signing bonus and will get annual $800 lump-sum payments in place of cost-of-living adjustments.

COLA increases will be reinstated for the contract's final quarter, but will be capped at 15 cents an hour. Management dropped its demand for medical insurance co-payments.

Restrictive state laws deny benefits to jobless

Legislatures cut coverage to hold down benefits

By Candice Johnson

Stricter unemployment insurance eligibility requirements adopted by many state legislatures have made it even more difficult for jobless workers to receive benefits.

AFL-CIO compensation specialist James Ellenberger pointed out that over the past several years, many states "have enacted changes requiring that people work longer and earn more in order to qualify" for unemployment insurance. "Additionally, disqualification measures have been changed in many jurisdictions making it far easier for employers to contest claims and for state agencies to avoid paying claimants their jobless benefits," he added.

Currently, just one-third of the nation's million jobless receive any unemployment compensation, while the extended benefits program—indeed to provide help to those persons out of work longer than 27 weeks —"offers virtually no protection," he said.

"The tragic human consequences of this flawed federal-state compensation system is that each month more than 5 million jobless workers go without benefits," he declared.

In reviewing changes in jobless compensation programs adopted by the states last year, Ellenberger pointed out that seven states increased their weekly benefit levels, but five of those states added eligibility restrictions and boosted the amount a worker must earn to qualify for benefits.

Georgia raised its maximum weekly benefit by $10 to $155, but added penalties and "disqualifiers," and stipulated that the maximum weekly benefit will revert to $115 if the program trust fund dips below $175 million.

Nebraska increased its weekly minimum benefit to $20 and its maximum payment to $134, but doubled the wages a worker must earn to qualify for benefits to $1,200.

Two states—Delaware and Texas—froze benefit levels, while Louisiana cut its maximum weekly benefit by 7 percent, to $191, and Colorado voted to reduce weekly benefits by any amount required by the federal Gramm-Rudman balanced budget law.

Several states, including Georgia, Illinois and Tennessee, added or expanded provisions to disqualify workers involved in labor disputes from receiving benefits.

Benefits for dependents were increased to $10 a week per dependent in Rhode Island and to $6 in Maryland.

New York and California extended benefits for persons in approved retraining programs and Missouri established a temporary worksharing program under which persons working a shortened work schedule to reduce or avert layoffs are eligible for benefits.

"The restrictive and often harsh eligibility and qualifying requirements are a good part of the reason why such a low percentage of the unemployed receive benefits," Ellenberger said.

The AFL-CIO is calling for improvements in the program that will:

- Remove harsh eligibility requirements and restrictions.
- Index the federal taxable wage base to at least 65 percent of the average weekly wage.
- Expand eligibility for extended benefits and eliminate state triggers.
- Establish a federal minimum benefit standard to ensure fair treatment for all jobless workers.

Shutdowns hit 10 million workers

Continued from Page 1

tantly taken part-time employment because full-time work wasn't available, and more than 1 million found that the price they had to pay for new employment was the acceptance of pay scales significantly below their former wages.

Based solely on the experience of the "tenured" workers, the government painted this picture of the upheaval in the workforce:

- Hardest hit was the manufacturing sector, where 1.8 million jobs disappeared in the five-year period. At the end of that time, only 1.2 million had found jobs—429,000 at wages below their previous rate and another 77,000 working part-time because they could not find full-time work.
- Nearly 1 million workers were displaced in wholesale and retail trade. Only 596,000—slightly more than half—eventually found reemployment. Of this number, more than 200,000 ended up working for less and another 83,000 had to settle for part-time jobs.
- The largest concentration of displaced workers—nearly 900,000—was found in the industrial midwestern states.
- More than 3 million men were displaced during the five-year period, with 74 percent of them eventually finding new jobs. Of the 1.7 million displaced women, only 66 percent were reemployed as of last January.

CWA members assail AT&T job cutbacks

With black arm bands, marches and rallies, members of the Communications Workers took part in a nationwide protest against a wave of job cuts imposed and planned by AT&T.

The union message was that a bloated management should go on a diet before wiping out bargaining unit jobs.

Since the breakup of the Bell System nearly five years ago, AT&T has eliminated 78,500 rank-and-file jobs while adding 13,600 management jobs, CWA President Morton Bahr said.

"There's absolutely no excuse" for such a disparity, he charged.

The CWA choose Pearl Harbor Day, Dec. 7, for its demonstration, demanding "no more bombs" such as AT&T's recent announcement that it will eliminate 10,000 network employees and 6,000 operator service employees in the next few years.

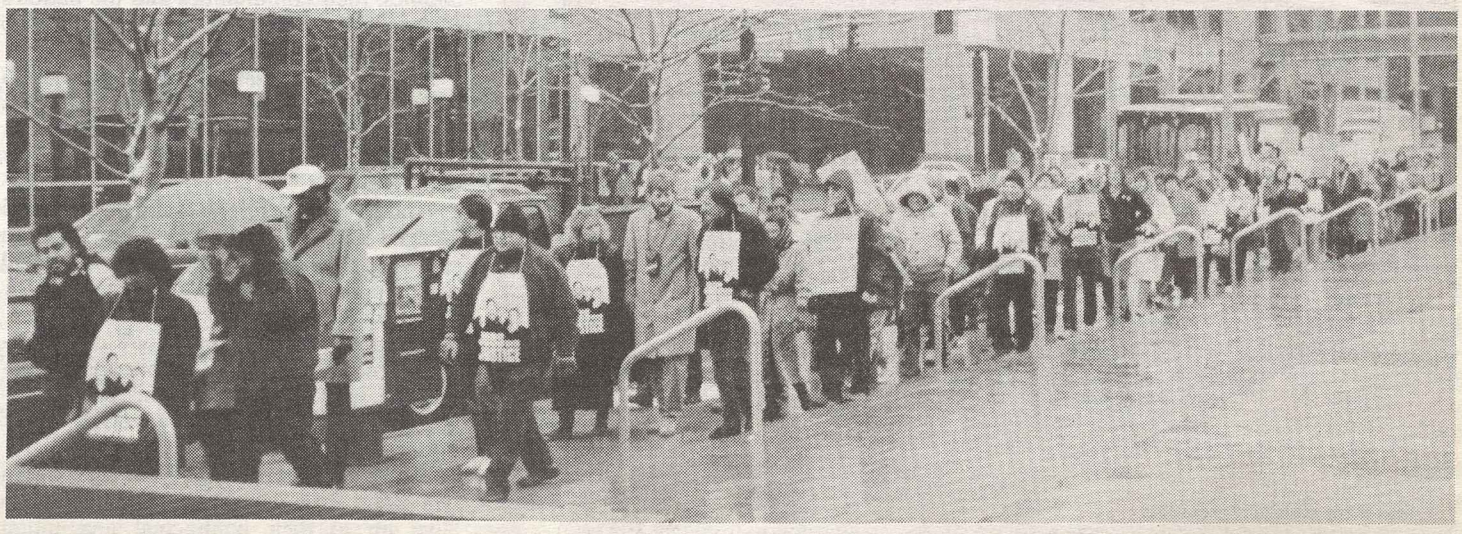
Top heavy

The "fat" in AT&T is not the workforce, Bahr declared, but "a top-heavy management."

In Florida, some 15,000 workers wore black armbands or ribbons, including CWA members at Southern Bell and Bell South operations as well as AT&T.

There were black-banded workers at some 40 locations in New York and New Jersey. And in Denver, CWA Local 7777 organized a joint Jobs with Justice rally at which Rep. Patricia Schroeder (D-Colo.) was one of the speakers. Hundreds turned out in rain, snow and freezing temperatures. In other cities, informational picket lines brought the union's message to the public.

Contracts covering 140,000 AT&T workers will expire next May, and CWA Vice President Jim Irvine said the message of the demonstrations is that "our members are preparing to fight back."



CWA members march through freezing rain and snow in Denver as part of a nationwide show of solidarity with AT&T workers facing a new wave of job cuts. The company said it will eliminate 16,000 positions.

Workers face new burden in sales tax ploy

Continued from Page 1

with incomes of $500,000 or more—would pay less than 4 percent more in taxes.

Moreover, the study said, a value-added tax, or VAT, would not provide the quick fix for the federal deficit that proponents claim. The most optimistic scenario would not put such a levy in place before 1992.

AFL-CIO tax expert Arnold Cantor praised the report as an "excellent analysis of the reasons the United States should reject any attempt to impose a value-added tax." He added:

"If and when new revenue sources are needed to reduce the massive federal deficit, we should concentrate on a fair and progressive way to raise what funds may be needed to put our fiscal house in order."

The CTJ study made a similar point, urging Congress and the incoming Administration to "build on the spirit of equity and common sense that underlay the 1986 Tax Reform Act."

This can be accomplished, McIntyre said, "by closing loopholes that still allow so many profitable corporations and too many wealthy individuals to avoid their fair share and by raising the tax rates on the richest 1 percent of the population."

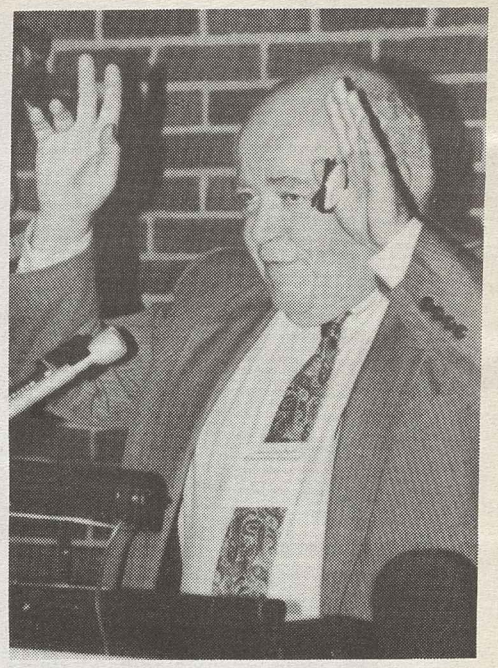
Spirit of equity

Sen. Kent Conrad (D-N.D.) agreed, proposing that Congress restore a higher, progressive tax rate for the wealthiest individuals. He noted that the 1986 tax overhaul lowered the top tax rate for the rich from 50 to 28 percent. Conrad also called for stiffer IRS enforcement to collect $47 billion a year now going unpaid. More than half the tax dodgers, he said, are in the top 5 percent income group.

And Rep. Byron Dorgan (D-N.D.) told conferees that one way to raise revenues would be to curb interest deductions on the huge debt being piled up to finance the current "orgy of corporate mergers and takeovers."

Participants in the day-long conference included staff members of the Electronic Workers, AFSCME, Teachers, Auto Workers, and the AFL-CIO Public Employees Dept.

Roundtable talks focus on need for affordable higher education programs.



Jack Germond

Higher education council drafts agenda

Conference explores ways to widen training opportunities

Linthicum Heights, Md.—Continued education and training for workers and the ability of their family members to afford education drew the attention of labor and higher education participants in a three-day conference.

Leaders of AFL-CIO affiliates and staff members met with their counterparts from 26 colleges, universities and higher education associations to map out an common agenda. The annual meeting, sponsored by the Labor/Higher Education Council, was held in the Maritime Institute of Technology & Graduate Studies, the training facility of the Masters, Mates & Pilots. The council is jointly sponsored by the AFL-CIO and the American Council on Education.

Participants hammered out a set of principles to improve future union-college cooperation under the auspices of the six-year-old council.

AFL-CIO Sec.-Treas. Thomas R. Donahue stressed the importance of the work being done by the conference. "We've spent these days searching for ways our respective organizations can reinforce one another, reaffirming our shared commitment to a better educated and better employed America." He stressed that in carrying out the council's work, "none of us can achieve individually as much as we can achieve collectively."

Roundtable discussion groups focused on the priorities they felt the incoming Bush Administration should address: improving worker training and retraining, adding support services on campuses for worker education, removing barriers for workers interested in returning to school, developing successful models of labor/higher education and labor/management relations, increasing student aid to include part-time workers, and eliminating from federal programs and regulations policies that create obstacles for workers and their families to continue their education and afford college for their children.

Focus of resources

The roundtable discussions were headed by Robert Pleasure, executive director of the George Meany Center for Labor Studies; New York State AFL-CIO President Edward Cleary and Communications Workers Executive Vice President M.E. Nichols.

AFL-CIO Education Director Dorothy Shields said that the council "will consider concentrating its limited resources over the next year on creating state and local level partnerships, documenting exemplary and model programs, monitoring legislation that affects worker education and family education, and maintaining communications among council members."

Shields said that union leaders and staffers interested in how the council works or in receiving the edited proceedings of the conference should contact her at the AFL-CIO.

Political analyst Jack Germond told the conference at the opening night's session that the Bush Administration will ultimately be judged on sensitive international issues as well as how it deals with the budget deficit. The deficit and how it is handled obviously dictates the primary concern of the confernence, funding for education, Germond said.

AFL-CIO Research Director Rudy Oswald conducted a panel on the future of work, workers and the workplace. Topics explored included the advancing age of the workforce, the increased dependence on technology and the need for better trained workers, the dramatic surge in young married women entering the workforce, and the jump in new jobs requiring college education and training.

Labor participants who lead discussions on the implications of these projections for unions and colleges included: Bricklayers Sec.-Treas. L. Gerald Carlisle, AFL-CIO Public Employee Dept. President Al Bilik, President Jack Golodner of the Dept. for Professional Employees and Kenneth Kovak, assistant legislative director for the Steelworkers.

Legislative issues

Federation Legislative Director Robert M. McGlotten outlined pending legislative issues, pointing out that "labor has always supported increased education and training at all levels."

Christine Matusek, community services director for the Minnesota AFL-CIO, reported on her federation's successful efforts to create adult learning networks, including setting up a "hot line" for members wanting to return to school.

Council members heard reports from college representatives praising the CWA's collectively bargained worker education benefit plans that enable workers to return to school.

Schedule of Labor Studies Center courses

The George Meany Center for Labor Studies will offer 13 workshops during January and February 1989. The schedule:

Organizing in the Construction Industry II, Jan. 8-13—A session to develop skills in techniques of salting jobs, leafletting and picketing campaigns, unfair labor practice strikes and "bottom up" recruiting.

Personal Computers for Local Unions, Jan. 16-20—An institute to inform staff about uses of mini- and micro-computers for their unions.

Newswriting & Editing for Union Publications, Jan. 22-27—Coaching on the basics of readable, interesting and credible publications for union editors.

Arbitration Techniques, Jan. 22-27—A workshop presenting mock cases before professional arbitrators. Sessions will be videotaped.

Basic Labor Law, Jan. 22-27—A workshop on labor law fundamentals, current trends and new decisions on bargaining, servicing and union administration (not organizing).

College Degree Program, Jan. 29-Feb. 3—Members of AFL-CIO affiliates stay at the center while working on a Bachelor of Arts degree from Antioch University.

The Craft of Negotiating, Feb. 5-10—A study of negotiating tactics.

Organizing in the Construction Industry I, Feb. 5-10—A workshop that trains building trades organizers in communications, regional survey and targeting techniques, on-site recruitment and labor law.

Arbitration Techniques (Oregon), Feb. 5-10—A workshop presenting mock cases before professional arbitrators. Sessions will be videotaped.

Labor Law for Organizers, Feb. 12-17—A review of laws governing private sector organizing, election procedure and corporate campaigns.

Central Labor Bodies, Feb. 20-24—A workshop for officers and staff to improve the leadership and leverage of central bodies.

TV: The Cool Medium, Feb. 26-Mar. 3—A workshop to coach union leaders on how to face television cameras and work with reporters.

Contract Negotiations in the Construction Industry, Feb. 26-Mar. 3—An institute to improve bargaining skills of construction union leaders.

AFL-CIO affiliates and departments using the campus in January for their own staff training programs are: Carpenters, Jan. 8-13; AFL-CIO Dept. of Organization & Field Services, Jan. 17-18; COPE, Jan. 22-27; Teachers, Jan. 22-25; AFL-CIO Dept. of Community Services, Jan. 26-27.

More information on the programs is available from Registrar Janis Underwood, George Meany Center, 10000 New Hampshire Avenue, Silver Spring, Md. 20903. Telephone 301/431-6400. Programs are open to full-time leaders of AFL-CIO unions. There is no charge for tuition.

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Grapes of wrath

Thousands of San Francisco supporters on the Farm Workers' boycott of nonunion California table grapes carry the message in a march through the city that ended with a rally in front of a local supermarket. The UFW is seeking a ban on five pesticides used on grapes because of the hazard they pose to farm workers, their families and to consumers.

Steel industry recovery tied to import restraints

Steelworkers who sacrificed jobs, pay and benefits to enable their industry to survive asked their government "to do its part" by renewing and expanding the Voluntary Restraint Agreements that have helped to stem the flood of imports.

Workers have done "more than their share" to restore the industry to profitability and lay the foundation for recovery, USWA President Lynn R. Williams pointed out at the union's Basic Steel Industry Conference.

A policy statement adopted by the 300 local union presidents taking part in the two-day meeting warned that the economy will be permanently damaged if the United States is left without the steelmaking capacity to meet its own needs.

It said VRAs negotiated in 1984 with most steel-exporting nations should be renewed for additional five-year terms beyond their September 1989 expiration date. And it urged that import limits also be negotiated with Canada and Sweden, the principal steel exporting countries outside the VRA framework.

Imports dropped

The voluntary restraints shored up a steel industry near collapse. Imports dropped from 26.4 percent of the U.S. market to 20.7 percent over the period, close to the target of 20.2 percent.

But the policy statement adopted by the USWA conference stressed that continued import relief should be conditioned on:

- A requirement that the steel industry continue to reinvest its cash flow in modernizing steel and iron ore operations.
- Assurances that the industry will maintain enough capacity to meet domestic steel needs.
- Establishment of apprenticeship and training programs on an accelerated basis to meet the "desperate need" for skilled plant maintenance workers and future needs for "technically proficient" workers to operate modern steel facilities.
- Retraining and assistance in finding jobs for workers displaced by closings and major layoffs.
- Reestablishment of a steel tripartite commission of government, industry and union representatives as existed before the Reagan Administration.

The original legislation implementing the National Steel Policy and the VRA agreements included a requirement that the steel industry reinvest "substantially all of its net cash flow" to modernization after earmarking at least 1 percent for training of unemployed steelworkers.

Support promised

President-elect Bush indicated his support for renewal of VRAs during the election campaign, Williams noted, and the USWA along with the major steel companies will be pressing the White House and Congress to keep the program in place.

Half of American steelworkers, in mills and iron mines, lost their jobs during the last eight years, the conference noted. "Some retired, but many were too young for that. They have either found other jobs, usually much lower paid, or are still looking for work."

A high price was paid also by those who worked. They went through periods of layoffs, accepted negotiated wage cuts and saw the buying power of their pay slip even more because wage adjustments did not offset inflation.

"Steelworkers lost the opportunity to produce perform 430,000 years of work in the eight years because of the nation's economic and trade policies," the union said.

Productivity up

Since 1983, "steelworkers who did work gave up over $2 billion in earnings to help their industry survive. Meanwhile, steelworkers and iron ore miners increased their productivity an average of more than 6 percent a year during the past eight years.

The American steel industry is "the most efficient in the world today," the conference statement pointed out. But it remains "vulnerable to dumped and subsidized imports from other countries which use their steel industries to provide employment and gain dollars, even at a loss."

It urged that the United States "no longer allow its market to be the world's outlet for excess steel production. No other nation is unilaterally abandoning a significant share of its domestic market to foreign competition. Neither should we," the union conference stressed.

Collective bargaining . . . unionists in the news

125 county nurses share $1.5 million in backpay

Food & Commercial Workers Local 400 won $1.5 million in backpay for 125 community health nurses employed by the Montgomery County, Md., government. The pay dispute began in 1985 when the union sought reclassification of the nurses to correct pay discrimination against workers in the female-dominated positions. Local 400 President Thomas R. McNutt said the county threw up every legal roadblock and appealed from court to court, but once "we won the reclassification, we knew the facts would show these workers were victims of pay discrimination."

Guild settles at Sun-Times, gets 40-month contract

Newspaper Guild members at the Chicago Sun-Times voted 132-26 for a new 40-month contract that provides a $500 lump-sum payment on Jan. 1 and 3-percent pay increases next July 1, and on Aug. 1, 1990. The accord was reached shortly after Guild members set a strike deadline. The company initially sought 15-percent pay cuts across the board, claiming poor financial health, and later pressed for a 6-percent cut.

UFCW members approve Pennsylvania contract

A one-year contract covering 2,300 workers at Super Fresh supermarkets in southeastern Pennsylvania was approved by a vote of 268-207 by members of Food & Commercial Workers Local 1347. An earlier proposal had been rejected. The accord, retroactive to Oct. 23, provides a guarantee of minimum work hours for part-timers and pay raises of 50 cents an hour for department managers, 40 cents for clerks with three or more years' of service and 30 cents for those with less service time. Super Fresh was created in 1982 in negotiations between A & P and the local, in response to store closings that year.

Big 3 automakers make profit-sharing payments

Auto Workers at the Ford Motor Co. received profit-sharing payments, won in collective bargaining, that will total more than the $2,100 they received in 1986, but less than the $3,700 they got last year.

At General Motors, UAW members will receive profit-sharing payments averaging about $200 for 1988. The payments will be the first since 1985 when workers got payments averaging $328 each. The GM formula, which is slightly different from the one with Ford, bases payments on the company's net worth and profits. In 1986 and 1987, GM's profits were not sufficient to generate a payment under the formula. The exact amount of the 1988 will be determined early next year.

UAW members at Chrysler Corp. received annual bonuses of $500 in each of the three previous years, but for 1988, under a new contract, the workers will receive at least $500 or an amount based on a formula similar to GM's.

Freedom Heritage Awards

Baltimore—The annual Freedom Heritage Awards, given by the Lillie Carroll Jackson Museum in recognition of the contributions of organized labor to the struggle for civil rights, were conferred on: A. Philip Randolph, posthumously, president of Sleeping Car Porters; AFL-CIO President Lane Kirkland; President Frederick O'Neal of the Actors & Artistes; William Pollard, retired director of the AFL-CIO Dept. of Civil Rights; AFSCME Sec.-Treas. William Lucy, Maryland-D.C. AFL-CIO President Edward R. Lamon and Maryland state Sen. Troy Brailey, a founder and president of the Maryland Sleeping Car Porters.

Donahue feted

AFL-CIO Sec.-Treas. Thomas R. Donahue was presented the top labor award of the National Black Caucus of State Legislator's Labor Roundtable. He was honored by the caucus for his support of an array of labor activities and his dedication to trade unionism.

Court orders overtime pay for TV staffers

Dallas—A television station can't evade the wage-hour law by designating its staff as professionals, a federal court ruled.

The decision is a victory for reporters, producers, directors and editors of Station KDFW-TV in Dallas and their union, the Dallas-Ft. Worth local of the Television & Radio Artists.

The station's management said it didn't have to pay overtime scale rates because the employees involved were exempt from the Fair Labor Standards Act as either professional, administrative or executive employees who were paid more than $250 a week.

U.S. District Judge Sidney A. Fitzwater examined each of the management arguments, and rejected them, although granting that some cases were "close calls." He said the union members were entitled to reimbursement for lost overtime pay dating back to May 1983.

Appeal expected

Kat Krone, executive director of the AFTRA local, said management has indicated its intention to appeal the ruling. Courts have differed in comparable cases. The Newspaper Guild has asked the U.S. Court of Appeals for the District of Columbia circuit to reverse a decision denying overtime pay to a group of employees of the Washington Post.

In the Dallas case, Judge Fitzwater said the employees who brought the suit clearly were not "learned" professionals with advanced degrees and specialized academic training. Some of them didn't have college degrees, he noted.

Their preparation was more akin to an apprenticeship or on-the-job training, he held. Nor was their writing so "original and creative" as to qualify for an exemption for artistic professionals, he found.

As for the administrative exemption claim, the court held that despite their titles, the TV director, producers and assignment editors were carrying out decisions made by station management rather than operating independently. Nor were their primary duties management, another cause for wage-hour exclusion. Rather, they are "trained and skilled employees," operating as part of a team.